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ABSTRACT

Results are summarized of a questionnaire study of administrative salaries in 135 state-supported universities representing 49 states and 25 university systems in 19 states. The study is the twelfth annual survey conducted by the University of Arkansas of 12-month administrative salaries paid at major state institutions in the U.S. The universities are not identified with their salaries, but the data are distributed by rank-order. The first part of the study reports salaries paid among all participating universities. The second part shows a series of tables giving the salaries paid among the 135 participants arranged into the 10 regions as defined by the Equal Employment Opportunity Commission. In the third part, tables show the salaries paid university system officers. A university system is defined as one that has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. (LBH)

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ED167050

A RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1978-1979

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED THIRTY-FIVE STATE-SUPPORTED UNIVERSITIES
REPRESENTING FORTY-NINE STATES
AND TWENTY-FIVE UNIVERSITY SYSTEMS
IN NINETEEN STATES

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1978

INTRODUCTION

This study is the twelfth annual survey conducted by the University of Arkansas of twelve-month administrative salaries paid at major state-supported universities in the United States. The universities invited to participate comprise a representative group of public institutions at the doctorate-granting level. To provide anonymity, the universities are not identified with their salaries; but to facilitate comparison of a participant's relative standing with other universities, the data are distributed by rank-order. When the number of responding institutions in a particular group was less than three, the data were omitted.

There are three parts to this study. The first part is presented in a table providing the salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-eight universities in fifty states, and replies were received from one hundred thirty-five in forty-nine states.

The second part is displayed in a series of tables showing the salaries paid among the one hundred thirty-five participants arranged into the ten regions as defined by the Equal Employment Opportunity Commission. The responding universities comprising each of the ten regions are enumerated at the beginning of the respective section for each region.

The third part of the study is contained in a table showing the salaries paid university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to forty-three university systems in thirty-three states, and replies were received from nineteen states.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

CONTENTS

TABLE I — A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Thirty-Five Universities in Forty-Nine States 1

TABLE II — A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Thirty-Five Universities in Forty-Nine States by Equal Employment Opportunity Regions:

Atlanta Region 48

Boston Region 60

Chicago Region 65

Dallas Region 76

Denver Region 86

Kansas City Region 92

New York Region 97

Philadelphia Region 101

SEATTLE
~~San Francisco~~ Region 107

SAN Francisco
~~Seattle~~ Region 111

TABLE III — A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among Twenty-Five University Systems in Nineteen States 117

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES

This table summarizes the data for one hundred thirty-five universities in forty-nine states. For making these data available, the University of Arkansas is grateful to the following universities:

Arizona State University
Auburn University
Ball State University
Bowling Green University
Brooklyn College
Central Michigan University
Clemson University
Cleveland State University
College of William & Mary
Colorado School of Mines
East Tennessee State University
East Texas State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
Indiana University at Bloomington
Indiana University-Purdue University at Indianapolis
Indiana University of Pennsylvania
Iowa State University
Kansas State University
Kent State University
Lamar University
Louisiana State University
Louisiana Tech University
Memphis State University
Miami University
Middle Tennessee State University
Mississippi State University
New Mexico Institute of Mining and Technology
New Mexico State University
North Carolina State University at Raleigh
North Dakota State University
Northeast Louisiana University
Northern Arizona University
Northern Illinois University
North Texas State University
Northwestern State University of Louisiana
Oakland University
Ohio State University
Ohio University
Old Dominion University
Oregon State University
Pennsylvania State University
Purdue University
Rutgers University
Sam Houston State University
San Diego State University
South Dakota School of Mines and Technology
South Dakota State University
Southern Illinois University at Carbondale

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

Southern Illinois University at Edwardsville
State University of New York at Albany
State University of New York at Binghamton
State University of New York at Buffalo
State University of New York at Stony Brook
Tennessee Technological University
Texas A & I University
Texas A & M University
Texas Woman's University
University of Alabama at Birmingham
University of Alabama at Huntsville
University of Alabama at University
University of Akron
University of Arizona
University of Arkansas
University of California at Berkeley
University of California at Riverside
University of California at San Francisco
University of Cincinnati
University of Colorado at Boulder
University of Colorado at Denver
University of Connecticut
University of Delaware
University of Florida
University of Georgia
University of Hawaii at Manoa
University of Houston
University of Idaho
University of Illinois at Chicago Circle
University of Illinois at Urbana-Champaign
University of Kansas
University of Kentucky
University of Louisville
University of Lowell
University of Maine at Orno
University of Maryland at Baltimore
University of Maryland at Baltimore County
University of Maryland at College Park
University of Massachusetts at Amherst
University of Michigan
University of Minnesota
University of Mississippi
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at Rolla
University of Missouri at St. Louis
University of Montana
University of Nebraska at Lincoln
University of Nebraska at Omaha
University of Nevada at Reno
University of New Hampshire
University of New Mexico
University of New Orleans
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Dakota
University of Oklahoma
University of Oregon
University of Rhode Island
University of South Carolina
University of South Dakota

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

University of South Florida
University of Southern Mississippi
University of Southwestern Louisiana
University of Tennessee at Knoxville
University of Texas at Arlington
University of Texas at Austin
University of Texas at El Paso
University of Utah
University of Vermont
University of Virginia
University of Washington
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
University of Wyoming
Utah State University
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
Wayne State University
West Virginia University
Wichita State University

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

PRESIDENT (CHANCELLOR) OF A SYSTEM
OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	$3,200
2	71,900
3	71,000
4	66,900
5	66,000
6	66,000
7	65,004
8	64,250
9	62,500
10	61,360
11	61,050
12	60,000
13	59,000
14	58,700
15	58,500
16	58,000
17	57,700
18	57,500
19	57,250
20	56,450
21	56,000
22	55,000
23	55,000
24	52,500
25	50,800
26	50,500
27	50,000
28	49,700
29	48,760
30	45,000
31	43,992
32	43,000
33	41,270
34	39,800
AVERAGE	57,141

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

PRESIDENT (CHANCELLOR) OF A
SINGLE UNIT INSTITUTION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	73,840	41	54,500	81	47,900
2	67,500	42	54,500	82	47,800
3	66,156	43	54,500	83	47,775
4	64,250	44	54,000	84	47,775
5	63,500	45	54,000	85	47,556
6	63,000	46	53,800	86	47,500
7	63,000	47	53,500	87	47,500
8	61,500	48	53,398	88	47,148
9	60,500	49	53,052	89	47,000
10	60,000	50	52,920	90	46,200
11	60,000	51	52,788	91	46,051
12	60,000	52	52,700	92	45,954
13	60,000	53	52,700	93	45,900
14	60,000	54	52,680	94	45,786
15	60,000	55	52,680	95	45,786
16	59,460	56	52,500	96	45,786
17	59,393	57	52,000	97	45,786
18	59,210	58	51,975	98	45,600
19	58,500	59	51,650	99	44,000
20	58,200	60	51,650	100	44,000
21	58,150	61	51,500	101	44,000
22	58,080	62	51,100	102	42,750
23	58,000	63	50,000	103	42,750
24	57,984	64	50,000	104	41,600
25	57,700	65	50,000	105	41,000
26	57,600	66	50,000	106	39,981
27	57,500	67	50,000	107	39,500
28	57,500	68	49,700	108	39,500
29	56,000	69	49,450	109	39,000
30	56,000	70	49,372	110	38,500
31	55,136	71	49,000	111	33,475
32	55,000	72	49,000		
33	55,000	73	48,800	AVERAGE	52,065
34	55,000	74	48,510		
35	55,000	75	48,500		
36	55,000	76	48,500		
37	55,000	77	48,000		
38	54,800	78	48,000		
39	54,700	79	47,900		
40	54,703	80	47,800		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	64,800	41	47,322	81	41,600
2	57,750	42	47,322	82	41,600
3	55,900	43	47,322	83	41,600
4	55,000	44	47,300	84	41,412
5	55,000	45	47,175	85	41,300
6	54,944	46	47,000	86	41,200
7	54,100	47	47,000	87	41,055
8	54,000	48	47,000	88	41,000
9	53,500	49	46,540	89	40,512
10	53,400	50	46,200	90	40,500
11	53,300	51	46,000	91	39,998
12	53,300	52	46,000	92	39,824
13	53,000	53	44,807	93	39,800
14	53,000	54	44,800	94	39,336
15	52,000	55	44,520	95	39,226
16	52,000	56	44,460	96	39,100
17	51,500	57	44,300	97	39,076
18	51,084	58	44,100	98	38,360
19	50,400	59	44,100	99	37,497
20	50,304	60	44,028	100	37,100
21	50,000	61	44,000	101	37,100
22	49,932	62	44,000	102	36,900
23	49,600	63	44,000	103	35,760
24	49,500	64	43,800	104	35,700
25	49,110	65	43,300	105	34,700
26	49,020	66	43,262	106	34,250
27	48,700	67	43,000	107	33,500
28	48,600	68	43,000	108	30,761
29	48,439	69	43,000	AVERAGE	45,381
30	48,400	70	42,900		
31	48,400	71	42,750		
32	48,200	72	42,700		
33	48,000	73	42,673		
34	48,000	74	42,500		
35	47,900	75	42,312		
36	47,700	76	42,252		
37	47,638	77	42,200		
38	47,632	78	42,000		
39	47,500	79	42,000		
40	47,322	80	41,850		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	62,124
2	58,008
3	57,750
4	54,840
5	54,000
6	53,500
7	53,500
8	52,700
9	52,395
10	52,000
11	51,600
12	48,900
13	48,800
14	48,800
15	48,430
16	48,400
17	48,000
18	47,500
19	47,500
20	46,000
21	46,000
22	45,252
23	45,250
24	45,000
25	45,000
26	44,520
27	42,900
28	42,300
29	42,000
30	41,412
31	40,700
32	37,497
33	36,500
34	33,475
AVERAGE	47,722

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

ACADEMIC OFFICERS:
DEAN OF FACULTIES OR INSTRUCTION

RANK	SALARY
1	50,000
2	46,500
3	45,517
4	43,200
5	40,207
6	40,200
7	39,950
8	39,800
9	39,000
10	38,700
11	36,000
12	35,976
13	35,500
AVERAGE	40,812

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS
(FINANCE)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	66,780	41	43,700	81	37,070
2	60,216	42	43,572	82	37,000
3	55,392	43	43,500	83	37,000
4	54,000	44	43,460	84	36,450
5	53,000	45	43,000	85	36,000
6	52,700	46	43,000	86	35,500
7	52,560	47	43,000	87	35,000
8	52,000	48	42,950	88	34,980
9	51,500	49	42,900	89	34,400
10	50,000	50	42,800	90	33,099
11	49,300	51	42,634	91	32,808
12	49,000	52	42,500	92	30,761
13	48,900	53	42,500	93	29,870
14	47,880	54	42,200	94	28,500
15	47,750	55	42,000	AVERAGE	43,234
16	47,580	56	42,000		
17	47,500	57	41,994		
18	47,200	58	41,964		
19	47,076	59	41,889		
20	47,050	60	41,810		
21	47,000	61	41,500		
22	47,000	62	41,348		
23	47,000	63	41,250		
24	47,000	64	41,059		
25	46,849	65	41,000		
26	46,300	66	41,000		
27	46,260	67	40,512		
28	46,000	68	40,287		
29	46,000	69	40,150		
30	46,000	70	39,500		
31	45,900	71	39,076		
32	45,888	72	38,400		
33	45,750	73	38,220		
34	45,698	74	38,000		
35	45,420	75	38,000		
36	45,036	76	38,000		
37	45,000	77	37,977		
38	44,984	78	37,627		
39	44,100	79	37,497		
40	44,100	80	37,200		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY	RANK	SALARY
1	49,236	27	28,642
2	44,800	28	28,200
3	41,640	29	28,000
4	41,155	30	28,000
5	40,700	31	27,575
6	40,000	32	27,196
7	39,500	33	26,420
8	37,000	34	25,600
9	37,000	35	25,279
10	37,000	36	25,201
11	36,200	37	24,500
12	35,500	38	24,500
13	34,388	39	24,498
14	34,080	40	24,380
15	33,400	41	24,170
16	33,375	42	23,979
17	33,000	43	21,350
18	32,500	44	20,700
19	32,028	45	20,544
20	32,000	46	18,000
21	31,000	AVERAGE	30,881
22	30,000		
23	30,000		
24	29,725		
25	29,453		
26	29,100		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	47,160	41	31,900	81	24,600
2	44,000	42	31,800	82	24,756
3	43,300	43	31,790	83	24,710
4	41,568	44	31,700	84	24,408
5	41,348	45	31,600	85	24,300
6	40,400	46	31,500	86	24,000
7	39,773	47	31,410	87	24,000
8	38,580	48	31,000	88	23,979
9	38,300	49	30,600	89	22,900
10	38,100	50	30,500	90	22,506
11	37,800	51	30,450	91	19,712
12	37,632	52	30,000	92	19,600
13	37,500	53	30,000	93	19,600
14	36,960	54	30,000	94	18,838
15	36,908	55	29,92[illegible]		
16	36,000	56	29,400	AVERAGE	31,082
17	36,000	57	29,400		
18	35,725	58	29,300		
19	35,616	59	29,300		
20	35,127	60	29,141		
21	35,000	61	28,950		
22	34,356	62	28,600		
23	34,300	63	28,550		
24	34,000	64	28,512		
25	34,000	65	28,500		
26	34,000	66	28,500		
27	33,600	67	28,500		
28	33,490	68	28,432		
29	33,200	69	28,300		
30	33,050	70	28,100		
31	33,000	71	27,778		
32	33,000	72	27,060		
33	33,000	73	27,000		
34	33,000	74	27,000		
35	32,820	75	26,628		
36	32,640	76	26,508		
37	32,400	77	26,476		
38	32,400	78	26,232		
39	32,039	79	26,025		
40	32,000	80	25,240		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	57,750
2	53,000
3	49,529
4	45,000
5	44,100
6	44,000
7	43,000
8	41,640
9	39,000
10	37,500
11	34,000
12	31,000
13	30,601
14	27,800
15	26,760
16	26,623
17	26,000
18	25,600
19	24,544
20	24,500
21	24,500
22	23,556
23	23,030
24	19,600
AVERAGE	34,276

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	43,961	29	30,600	57	26,000
2	39,720	30	30,260	58	26,000
3	38,687	31	30,200	59	26,000
4	38,180	32	30,167	60	25,600
5	37,284	33	30,000	61	25,320
6	36,927	34	30,000	62	25,300
7	36,700	35	29,870	63	25,000
8	36,528	36	29,757	64	24,800
9	36,384	37	29,300	65	24,740
10	36,000	38	29,000	66	24,700
11	36,000	39	29,000	67	24,600
12	35,964	40	28,711	68	24,544
13	35,520	41	28,500	69	24,300
14	35,150	42	28,296	70	24,000
15	34,500	43	28,200	71	22,500
16	34,392	44	27,800	72	22,333
17	34,254	45	27,500	73	22,300
18	34,000	46	27,408	74	22,027
19	33,700	47	27,300	75	21,000
20	33,360	48	27,200	76	20,004
21	33,200	49	27,075	77	18,500
22	33,040	50	26,928	78	17,500
23	33,000	51	26,900	79	16,500
24	32,750	52	26,670	80	16,400
25	32,170	53	26,500	81	15,000
26	31,200	54	26,500		
27	31,000	55	26,208	AVERAGE	28,906
28	31,000	56	26,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	50,000	33	41,774	65	37,700
2	49,400	34	41,500	66	37,497
3	48,800	35	41,475	67	37,464
4	47,500	36	41,000	68	37,464
5	47,200	37	41,000	69	36,750
6	45,975	38	40,900	70	36,682
7	45,825	39	40,825	71	36,040
8	45,567	40	40,700	72	36,000
9	45,500	41	40,700	73	36,000
10	45,134	42	40,600	74	35,900
11	45,000	43	40,600	75	35,800
12	45,000	44	40,100	76	35,670
13	44,615	45	40,000	77	35,200
14	44,592	46	40,000	78	35,000
15	44,400	47	40,000	79	34,829
16	44,020	48	39,500	80	34,124
17	44,000	49	39,300	81	34,000
18	43,900	50	39,290	82	34,000
19	43,870	51	39,200	83	33,500
20	43,800	52	39,076	84	33,475
21	43,700	53	39,036	85	33,280
22	43,500	54	39,000	86	32,500
23	43,000	55	39,000	87	32,220
24	43,000	56	38,580	88	31,250
25	42,857	57	38,580	89	30,500
26	42,747	58	38,250	90	30,329
27	42,504	59	38,235	AVERAGE	39,967
28	42,420	60	38,000		
29	42,100	61	38,000		
30	42,000	62	38,000		
31	42,000	63	37,977		
32	41,850	64	37,900		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	39,564	31	31,752	61	27,269
2	39,500	32	31,749	62	27,000
3	39,000	33	31,012	63	26,995
4	38,500	34	31,000	64	26,400
5	38,450	35	31,000	65	26,420
6	38,000	36	31,000	66	26,219
7	37,500	37	30,500	67	26,000
8	37,250	38	30,300	68	25,800
9	36,677	39	30,050	69	25,725
10	36,131	40	30,000	70	25,536
11	35,976	41	29,992	71	25,500
12	35,800	42	29,900	72	25,302
13	35,500	43	29,500	73	25,080
14	35,250	44	29,448	74	25,000
15	35,000	45	29,352	75	24,960
16	35,000	46	29,250	76	24,800
17	34,500	47	29,000	77	24,501
18	34,500	48	29,000	78	24,456
19	34,175	49	29,000	79	24,300
20	33,883	50	28,832	80	24,000
21	33,380	51	28,500	81	23,628
22	33,000	52	28,400	82	23,548
23	33,000	53	28,300	83	22,500
24	32,742	54	28,178	84	22,430
25	32,603	55	27,600	85	22,346
26	32,580	56	27,500	86	22,300
27	32,450	57	27,500		
28	32,400	58	27,500	AVERAGE	30,050
29	32,393	59	27,401		
30	32,000	60	27,400		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

STUDENT AFFAIRS OFFICERS: DEAN OF MEN

RANK	SALARY
1	42,420
2	34,670
3	34,770
4	29,600
5	23,785
6	23,336
7	23,267
8	21,341
9	20,448
10	18,032
11	17,850
12	16,100
AVERAGE	24,844

STUDENT AFFAIRS OFFICERS: DEAN OF WOMEN

RANK	SALARY
1	34,680
2	26,460
3	25,600
4	23,580
5	23,339
6	23,267
7	21,870
8	21,200
9	20,488
10	19,500
11	19,469
12	19,098
13	18,032
14	17,265
15	15,750
AVERAGE	22,033

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	57,750
2	53,000
3	54,750
4	54,500
5	50,500
6	50,000
7	49,875
8	49,720
9	48,500
10	47,700
11	47,322
12	46,404
13	46,000
14	46,005
15	38,700
16	36,660
17	34,230
AVERAGE	47,861

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT				ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRESIDENT FOR PLANNING AND BUDGETING	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	55,440	27	42,000	1	48,000
2	52,560	28	41,592	2	46,500
3	52,000	29	41,412	3	46,400
4	51,480	30	41,000	4	46,000
5	50,000	31	40,600	5	45,000
6	48,600	32	40,416	6	44,040
7	48,000	33	40,370	7	43,650
8	47,900	34	40,000	8	42,500
9	47,300	35	40,000	9	42,500
10	47,000	36	39,600	10	41,050
11	46,700	37	39,500	11	40,212
12	46,075	38	38,980	12	40,008
13	46,000	39	38,500	13	39,076
14	45,500	40	38,400	14	39,000
15	45,345	41	38,300	15	38,900
16	45,000	42	37,200	16	38,600
17	44,500	43	36,750	17	37,800
18	44,310	44	36,500	18	33,500
19	43,800	45	34,993	19	33,475
20	43,250	46	34,750	20	33,300
21	43,000	47	34,200	21	32,500
22	42,600	48	34,070	22	28,500
23	42,600	49	33,223	AVERAGE	40,023
24	42,400	50	33,100		
25	42,292	51	31,550		
26	42,000	AVERAGE	42,201		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF ADMINISTRATION

RANK	SALARY
1	41,500
2	39,000
3	34,547
4	31,900
5	23,000
6	16,575
AVERAGE	31,154

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	48,500
2	43,482
3	42,094
4	41,000
5	40,000
6	40,000
7	39,500
8	39,400
9	39,300
10	39,000
11	38,100
12	37,824
13	37,500
14	37,320
15	37,100
16	36,590
17	35,900
18	35,760
19	35,120
20	35,000
21	34,344
22	34,000
23	33,600
24	33,370
25	33,264
26	33,000
27	33,000
28	33,000
29	32,796
30	32,650
31	32,506
32	32,400
33	32,400
34	32,292
35	31,000
36	31,000
37	31,000
38	30,312
39	30,073
40	30,000

RANK	SALARY
41	29,702
42	29,615
43	29,500
44	29,350
45	29,130
46	28,650
47	28,064
48	27,699
49	27,348
50	27,000
51	26,601
52	26,500
53	26,410
54	26,300
55	26,200
56	26,000
57	26,000
58	25,970
59	25,850
60	25,680
61	25,618
62	25,080
63	25,000
64	24,979
65	24,735
66	24,717
67	24,371
68	23,000
69	22,992
70	22,395
71	22,000
72	21,300
73	21,000
74	19,320
75	16,318
76	17,655
77	13,291
AVERAGE	30,492

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	48,480
2	47,950
3	47,000
4	45,500
5	45,000
6	44,900
7	44,700
8	43,600
9	42,797
10	39,900
11	39,650
12	39,500
13	38,000
14	37,650
15	30,500
16	30,007
17	23,000
AVERAGE	40,443

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	37,380	30	28,620	59	24,000
2	36,927	31	28,500	60	23,946
3	34,084	32	28,258	61	23,[illegible]00
4	34,000	33	28,100	62	23,369
5	33,064	34	28,000	63	22,925
6	33,000	35	27,947	64	22,[illegible]00
7	34,[illegible]00	36	27,815	65	22,548
8	34,000	37	27,[illegible]00	66	22,259
9	33,[illegible]00	38	27,538	67	22,250
10	33,475	39	27,259	68	22,184
11	33,397	40	26,[illegible]00	69	21,885
12	33,200	41	26,[illegible]00	70	21,[illegible]15
13	33,000	42	26,[illegible]01	71	21,750
14	32,700	43	26,500	72	21,750
15	31,[illegible]01	44	26,340	73	20,[illegible]00
16	31,[illegible]00	45	26,220	74	20,450
17	31,500	46	26,168	75	19,239
18	31,450	47	26,[illegible]00	76	19,220
19	31,175	48	26,000	77	18,720
20	30,769	49	26,000	78	18,385
21	30,768	50	25,850	79	17,849
22	30,[illegible]00	51	25,570	80	17,646
23	30,566	52	25,512	81	17,501
24	30,000	53	25,200	82	17,150
25	29,679	54	25,085	83	15,926
26	29,100	55	24,828	84	15,750
27	29,000	56	24,300		
28	28,981	57	24,242	AVERAGE	26,707
29	28,680	58	24,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	56,036
2	55,000
3	54,420
4	48,500
5	48,216
6	47,130
7	44,300
8	43,704
9	43,000
10	42,620
11	42,500
12	42,000
13	41,475
14	40,093
15	39,962
16	39,000
17	38,700
18	38,000
19	36,700
20	33,000
21	31,000
AVERAGE	43,112

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	42,600
2	36,800
3	36,500
4	35,000
5	34,650
6	34,640
7	34,000
8	33,497
9	31,900
10	31,900
11	31,400
12	31,343
13	31,200
14	31,164
15	31,000
16	30,768
17	30,765
18	30,662
19	30,014
20	30,000
21	30,000
22	29,620
23	28,300
24	28,000
25	28,000
26	28,000
27	27,690
28	27,632
29	27,450
30	26,250
31	26,100
32	24,600
33	24,500
34	24,370
35	24,272
36	24,200
37	23,500
38	22,200
39	22,000
40	22,000
41	20,696
42	20,284
43	18,222
AVERAGE	28,760

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	$54,420
2	49,500
3	47,000
4	46,500
5	46,300
6	46,000
7	46,000
8	45,500
9	45,500
10	44,500
11	44,000
12	43,500
13	42,000
14	41,800
15	41,000
16	40,000
17	39,000
18	38,600
19	38,553
20	37,497
21	37,008
22	34,000
23	33,600
24	31,950
25	31,550
26	30,600
27	30,583
28	27,500
29	26,394
30	21,360
AVERAGE	39,391

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	47,424
2	44,520
3	44,500
4	42,000
5	40,000
6	37,500
7	37,008
8	36,960
9	36,658
10	36,000
11	35,557
12	35,300
13	35,000
14	33,500
15	32,860
16	32,448
17	32,000
18	32,000
19	32,000
20	31,500
21	31,300
22	31,250
23	31,200
24	31,164
25	31,154
26	31,000
27	31,000
28	30,768
29	30,186
30	29,760

RANK	SALARY
31	29,500
32	29,500
33	29,370
34	29,300
35	29,000
36	28,920
37	28,600
38	28,500
39	28,300
40	28,198
41	28,000
42	27,918
43	27,960
44	27,521
45	27,000
46	26,400
47	26,240
48	26,125
49	26,099
50	25,570
51	24,985
52	24,500
53	24,500
54	23,800
55	23,500
56	18,095
57	16,953
AVERAGE	30,831

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	48,516
2	42,500
3	41,580
4	41,200
5	41,000
6	40,850
7	39,000
8	38,377
9	37,824
10	37,818
11	37,500
12	37,500
13	37,400
14	37,200
15	37,036
16	36,900
17	36,900
18	36,804
19	36,800
20	36,660
21	36,400
22	34,392
23	34,000
24	33,920
25	33,800
26	33,333
27	33,060
28	33,000
29	33,000
30	32,942
31	32,796
32	32,700
33	32,531
34	31,905
35	31,800
36	31,552
37	31,500
38	31,350
39	31,000
40	30,679
41	30,400
42	29,352
43	29,340
44	29,070
45	29,050
46	28,000
47	27,675
48	27,560
49	27,451
50	27,400
51	27,000
52	26,702
53	26,693
54	26,500
55	26,490
56	26,084
57	25,745
58	25,422
59	25,197
60	24,800
61	24,500
62	24,500
63	24,500
64	24,400
65	24,000
66	23,528
67	22,692
68	20,340
69	19,745
70	19,100
71	18,280
AVERAGE	31,361

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	60,000
2	56,000
3	55,000
4	53,700
5	52,680
6	52,600
7	52,000
8	51,576
9	51,360
10	49,600
11	48,600
12	48,000
13	48,000
14	47,592
15	46,900
16	46,676
17	46,619
18	46,000
19	45,800
20	45,000
21	43,000
22	42,500
23	41,681
24	41,500
25	41,412
26	41,277
27	41,059
28	40,800
29	40,000
30	37,600
31	37,100
32	37,000
33	34,800
34	34,775
35	34,000
36	29,498
37	29,028
AVERAGE	44,587

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	43,300	29	31,290	57	25,320
2	41,700	30	31,200	58	25,000
3	40,500	31	31,200	59	25,000
4	39,720	32	31,000	60	24,978
5	39,100	33	30,900	61	24,915
6	38,200	34	30,834	62	24,000
7	37,200	35	30,100	63	24,000
8	36,470	36	29,900	64	23,577
9	36,400	37	29,450	65	23,437
10	36,066	38	29,445	66	23,026
11	36,000	39	29,415	67	22,950
12	35,600	40	28,992	68	22,949
13	34,750	41	28,600	69	22,900
14	34,635	42	28,435	70	22,872
15	34,500	43	28,134	71	22,048
16	34,500	44	27,600	72	21,800
17	34,300	45	27,285	73	21,320
18	34,254	46	27,250	74	20,750
19	34,000	47	27,010	75	20,600
20	34,000	48	27,000	76	20,489
21	32,600	49	26,900	77	20,100
22	32,531	50	26,500	78	19,511
23	32,500	51	26,268	79	17,490
24	32,050	52	26,116		
25	32,000	53	26,100	AVERAGE	29,164
26	32,000	54	25,750		
27	31,524	55	25,580		
28	31,300	56	25,400		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	$55,958	30	44,500	59	38,412
2	54,600	31	44,400	60	38,000
3	54,348	32	44,300	61	38,000
4	53,300	33	44,075	62	38,000
5	52,932	34	44,000	63	37,824
6	51,000	35	44,000	64	37,560
7	50,000	36	43,900	65	37,500
8	49,000	37	43,860	66	37,400
9	49,000	38	43,836	67	37,300
10	48,500	39	43,400	68	37,161
11	48,500	40	43,229	69	36,570
12	48,000	41	43,140	70	36,500
13	47,700	42	43,100	71	36,195
14	47,300	43	42,500	72	36,000
15	46,900	44	42,000	73	35,541
16	46,600	45	42,000	74	35,004
17	46,298	46	41,900	75	35,000
18	46,100	47	41,750	76	34,993
19	45,900	48	41,700	77	34,740
20	45,600	49	41,300	78	34,700
21	45,500	50	41,000	79	34,500
22	45,000	51	40,179	80	34,500
23	45,000	52	40,000	81	34,296
24	44,920	53	39,900	82	34,008
25	44,865	54	39,811	83	33,500
26	44,810	55	39,780	84	33,000
27	44,723	56	39,500	85	32,275
28	44,550	57	39,220	86	31,561
29	44,500	58	39,160		
				AVERAGE	42,006

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS)?
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY	RANK	SALARY
1	52,000	25	39,000
2	47,940	26	39,000
3	47,796	27	38,170
4	46,800	28	38,000
5	46,008	29	37,80?
6	45,500	30	37,500
7	45,400	31	37,396
8	44,619	32	36,500
9	44,520	33	36,040
10	44,000	34	36,000
11	43,703	35	35,700
12	43,500	36	35,600
13	43,320	37	35,300
14	43,000	38	35,000
15	41,700	39	33,000
16	41,534	40	33,446
17	41,500	41	33,199
18	41,400	42	33,000
19	40,956	43	31,045
20	40,810	44	19,383
21	40,450		
22	40,179	AVERAGE	39,737
23	40,000		
24	39,750		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY	RANK	SALARY
1	53,300	27	41,900
2	52,500	28	41,000
3	51,500	29	40,508
4	51,200	30	40,000
5	50,772	31	39,468
6	50,436	32	39,000
7	50,000	33	38,501
8	49,080	34	37,824
9	48,400	35	37,600
10	48,000	36	37,100
11	47,900	37	36,800
12	47,500	38	36,660
13	47,000	39	35,666
14	46,400	40	35,400
15	46,248	41	32,700
16	46,000	42	32,500
17	45,900	43	32,330
18	45,600	44	32,070
19	44,600	45	30,444
20	43,878	46	30,240
21	43,398	47	26,120
22	43,000	AVERAGE	42,061
23	42,891		
24	42,816		
25	42,700		
26	42,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	$57,000	41	43,400	81	38,400
2	55,149	42	43,400	82	38,353
3	54,000	43	43,200	83	38,000
4	53,232	44	43,000	84	38,000
5	53,052	45	43,000	85	37,900
6	52,500	46	42,800	86	37,780
7	51,970	47	42,500	87	37,500
8	51,300	48	42,500	88	37,000
9	50,000	49	42,350	89	36,840
10	50,000	50	42,279	90	36,600
11	50,000	51	42,100	91	36,400
12	49,100	52	42,000	92	36,204
13	49,080	53	42,000	93	36,155
14	48,000	54	41,916	94	36,169
15	48,900	55	41,900	95	36,000
16	48,500	56	41,868	96	36,000
17	48,300	57	41,750	97	35,976
18	48,200	58	41,700	98	35,670
19	48,000	59	41,663	99	35,630
20	47,500	60	41,400	100	35,400
21	47,000	61	41,250	101	35,384
22	46,700	62	41,160	102	35,300
23	46,400	63	41,000	103	35,131
24	46,400	64	40,850	104	35,000
25	46,100	65	40,800	105	34,993
26	46,000	66	40,800	106	34,920
27	46,000	67	40,800	107	34,240
28	45,966	68	40,700	108	34,200
29	45,918	69	40,680	109	33,996
30	45,860	70	40,500	110	33,333
31	45,800	71	40,425	111	33,178
32	45,600	72	40,200	112	32,900
33	45,500	73	40,198	113	32,272
34	44,494	74	40,000	114	32,172
35	44,000	75	39,500	115	31,528
36	43,741	76	39,500	116	30,700
37	43,736	77	39,220	117	27,018
38	43,700	78	38,970		
39	43,620	79	38,830	AVERAGE	41,653
40	43,500	80	38,815		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	50,904	35	37,000	69	30,000
2	49,548	36	37,000	70	29,820
3	46,400	37	37,000	71	29,700
4	45,095	38	36,600	72	29,300
5	44,000	39	36,240	73	29,010
6	43,500	40	36,035	74	28,800
7	42,860	41	36,040	75	28,600
8	42,600	42	36,000	76	28,500
9	42,450	43	35,976	77	28,316
10	42,360	44	35,500	78	28,300
11	42,000	45	35,189	79	27,500
12	41,270	46	34,400	80	27,441
13	41,000	47	34,250	81	27,300
14	41,000	48	34,000	82	26,980
15	40,560	49	33,600	83	26,750
16	40,500	50	33,500	84	26,520
17	40,308	51	33,500	85	26,500
18	40,021	52	33,432	86	26,000
19	40,000	53	33,350	87	25,997
20	40,000	54	33,100	88	25,625
21	39,900	55	33,000	89	25,500
22	39,820	56	33,000	90	25,500
23	39,700	57	32,796	91	25,228
24	39,356	58	32,500	92	24,796
25	39,300	59	32,200	93	23,100
26	39,000	60	32,000	94	23,000
27	38,250	61	31,800	95	22,776
28	38,004	62	31,700	96	21,651
29	38,000	63	31,600	97	20,405
30	37,850	64	31,481	98	13,248
31	37,800	65	31,020		
32	37,756	66	30,975	AVERAGE	33,925
33	37,500	67	30,610		
34	37,000	68	30,488		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS)
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	54,000
2	50,028
3	46,700
4	45,700
5	45,264
6	45,045
7	44,600
8	44,000
9	43,725
10	43,500
11	43,080
12	39,168
13	37,200
14	37,003
15	36,000
16	33,666
17	33,600
18	34,700
19	26,100
AVERAGE	41,428

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	$52,000	41	42,400	81	37,824
2	51,000	42	42,300	82	37,780
3	49,700	43	42,000	83	37,700
4	49,650	44	42,000	84	37,600
5	49,500	45	41,916	85	37,500
6	48,468	46	41,910	86	37,500
7	48,300	47	41,700	87	37,260
8	48,000	48	41,685	88	37,136
9	48,000	49	41,500	89	37,100
10	48,000	50	41,340	90	37,000
11	47,800	51	41,200	91	36,947
12	47,000	52	41,100	92	36,745
13	46,944	53	41,055	93	36,700
14	46,750	54	41,000	94	36,695
15	46,600	55	41,000	95	36,648
16	46,500	56	40,900	96	36,500
17	46,284	57	40,750	97	36,195
18	46,008	58	40,584	98	36,100
19	45,720	59	40,579	99	35,976
20	45,700	60	40,508	100	35,900
21	45,600	61	40,114	101	35,670
22	45,204	62	40,000	102	35,500
23	45,200	63	40,000	103	34,819
24	45,000	64	40,000	104	34,300
25	44,460	65	40,000	105	34,240
26	44,350	66	40,000	106	34,200
27	44,300	67	39,905	107	33,475
28	43,809	68	39,900	108	33,000
29	43,500	69	39,700	109	32,704
30	43,500	70	39,500	110	32,650
31	43,340	71	39,480	111	32,400
32	43,200	72	39,300	112	31,824
33	43,050	73	39,000	113	31,250
34	43,000	74	39,000	114	30,444
35	42,816	75	38,813	115	30,000
36	42,800	76	38,600	116	29,500
37	42,800	77	38,584	117	29,500
38	42,611	78	38,400	118	28,500
39	42,500	79	38,400	119	27,018
40	42,500	80	38,000	AVERAGE	40,286

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	$58,823	34	44,400	67	39,168
2	58,400	35	44,321	68	39,140
3	54,500	36	44,280	69	39,090
4	54,000	37	44,200	70	39,000
5	54,000	38	44,000	71	38,900
6	53,600	39	43,875	72	38,750
7	52,680	40	43,800	73	38,360
8	52,650	41	43,700	74	37,824
9	51,200	42	43,171	75	37,700
10	51,000	43	43,020	76	37,585
11	50,800	44	43,000	77	37,300
12	50,244	45	42,840	78	37,130
13	50,000	46	42,800	79	36,900
14	50,000	47	42,500	80	36,750
15	49,010	48	42,500	81	36,636
16	48,360	49	42,456	82	36,500
17	48,000	50	42,408	83	36,400
18	48,000	51	42,000	84	35,676
19	48,000	52	42,000	85	35,536
20	47,500	53	42,000	86	34,836
21	47,000	54	42,000	87	34,700
22	46,500	55	41,750	88	34,500
23	46,200	56	41,388	89	33,565
24	46,200	57	41,333	90	31,867
25	46,000	58	41,208	91	31,762
26	46,000	59	41,000	92	30,000
27	45,800	60	40,900	AVERAGE	43,059
28	45,500	61	40,300		
29	45,150	62	40,000		
30	45,000	63	39,857		
31	45,000	64	39,700		
32	44,625	65	39,400		
33	44,500	66	39,220		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS): FINE ARTS		DEANS (DIRECTORS): FORESTRY		DEANS (DIRECTORS): FORESTRY	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	46,000	26	37,712	1	47,796
2	46,000	27	37,000	2	46,200
3	45,098	28	36,900	3	45,998
4	44,520	29	36,195	4	43,900
5	44,100	30	36,000	5	43,699
6	43,920	31	36,000	6	42,445
7	43,000	32	35,966	7	42,000
8	43,000	33	35,900	8	42,000
9	42,960	34	35,616	9	40,900
10	41,900	35	35,000	10	40,080
11	41,920	36	35,000	11	39,900
12	41,100	37	34,993	12	39,468
13	40,800	38	34,333	13	38,501
14	40,750	39	34,200	14	38,000
15	40,579	40	34,104	15	37,000
16	40,475	41	34,000	16	35,616
17	40,200	42	32,500	17	34,008
18	40,000	43	32,500	18	30,407
19	40,000	44	32,500		
20	39,780	45	32,000	AVERAGE	40,384
21	39,500	46	29,056		
22	39,100				
23	38,820	AVERAGE	38,415		
24	38,540				
25	38,130				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	$5,929	41	42,000	81	36,500
2	55,000	42	41,500	82	36,700
3	55,000	43	41,400	83	36,150
4	53,900	44	41,400	84	36,000
5	53,112	45	41,350	85	35,700
6	53,100	46	41,277	86	35,697
7	51,576	47	41,260	87	35,670
8	50,000	48	41,200	88	35,400
9	49,300	49	41,100	89	35,244
10	49,000	50	41,000	90	35,121
11	48,000	51	40,800	91	35,000
12	47,912	52	40,800	92	35,000
13	47,900	53	40,700	93	34,993
14	47,040	54	40,668	94	34,910
15	47,000	55	40,600	95	34,700
16	46,614	56	40,500	96	34,200
17	46,000	57	40,500	97	34,000
18	45,921	58	40,184	98	34,487
19	45,900	59	40,140	99	34,400
20	45,800	60	40,118	100	34,271
21	45,740	61	40,000	101	34,269
22	45,360	62	39,600	102	34,000
23	45,000	63	39,380	103	34,000
24	44,500	64	39,240	104	33,945
25	44,242	65	39,037	105	33,798
26	44,200	66	39,000	106	33,144
27	44,000	67	38,805	107	32,700
28	44,000	68	38,760	108	32,030
29	43,682	69	38,640	109	31,600
30	43,680	70	38,520	110	30,073
31	43,620	71	37,824	111	29,700
32	43,120	72	37,800	112	27,018
33	42,900	73	37,523	113	24,700
34	42,500	74	37,400		
35	42,400	75	37,333	AVERAGE	40,344
36	42,300	76	37,003		
37	42,180	77	37,000		
38	42,025	78	37,000		
39	42,000	79	37,000		
40	42,000	80	36,700		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS): HOME ECONOMICS		DEANS (DIRECTORS): HUMANITIES		DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	47,500	1	52,000	1	43,600
2	45,600	2	51,200	2	44,500
3	45,580	3	47,700	3	43,000
4	45,500	4	47,040	4	42,500
5	45,000	5	46,500	5	41,300
6	44,715	6	46,000	6	40,500
7	43,320	7	44,223	7	40,300
8	42,600	8	41,200	8	40,000
9	42,200	9	40,100	9	39,321
10	42,000	10	38,850	10	39,300
11	41,100	11	38,125	11	39,220
12	40,900	12	38,000	12	39,031
13	40,680	13	37,994	13	39,000
14	40,300	14	37,950	14	38,900
15	40,000	15	36,195	15	38,500
16	40,000	16	36,000	16	37,800
17	40,000	17	36,000	17	37,500
18	39,000	18	35,976	18	35,912
19	38,880	19	34,993	19	35,616
20	36,000	20	34,500	20	33,500
21	35,700	21	31,920	21	33,500
22	35,071	22	31,561	22	32,074
23	34,993	23	31,075	23	32,000
24	34,800	24	29,725	24	31,350
25	34,000	25	25,750	25	30,600
26	34,000	26	24,548	26	29,028
27	34,000	27	21,408	27	26,700
28	31,608			28	26,000
29	31,295	AVERAGE	37,649	29	24,938
30	31,000				
31	30,000			AVERAGE	36,465
32	29,200				
33	27,500				
34	27,000				
35	26,520				
36	23,124				
37	21,534				
38	21,030				
AVERAGE	36,402				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS): LAW

RANK	SALARY
1	$9,325
2	$8,000
3	$7,000
4	$7,000
5	$4,450
6	$4,996
7	$4,000
8	$4,000
9	$3,600
10	$3,000
11	$2,250
12	$2,000
13	$1,300
14	$0,040
15	$0,000
16	$0,000
17	$9,700
18	$9,500
19	$9,000
20	$9,000
21	$9,000
22	$8,600
23	$8,500
24	$8,500
25	$7,500
26	$7,100
27	$7,000
28	$7,000
29	$6,700
30	$6,364
31	$5,967
32	$5,916
33	$5,680
34	$5,400
35	$5,292
36	$5,000
37	$4,700
38	$4,450
39	$4,000
40	$3,920
41	$3,750
42	$3,400
43	$1,500
44	$1,000
45	$0,997
46	$0,280
47	$9,400
48	$6,912
49	$6,288
50	$0,232
AVERAGE	$7,357

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	$3,500
2	$2,584
3	$1,500
4	$1,500
5	$0,500
6	$7,004
7	$6,798
8	$6,200
9	$4,200
10	$4,000
11	$2,780
12	$1,100
13	$0,600
14	$9,586
15	$9,500
16	$8,600
17	$8,000
18	$8,000
19	$7,780
20	$7,383
21	$6,947
22	$6,500
23	$6,000
24	$4,000
25	$3,475
26	$3,000
27	$2,500
28	$1,262
29	$7,250
30	$7,018
AVERAGE	$0,236

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	45,000
2	45,100
3	43,995
4	40,282
5	40,000
6	40,000
7	39,864
8	37,050
9	36,500
10	36,100
11	36,000
12	35,934
13	35,931
14	35,091
15	33,930
16	33,390
17	33,300
18	33,000
19	33,000
20	32,966
21	31,600
22	31,000
23	30,000
24	27,240
25	26,500
26	26,100
27	24,600
AVERAGE	34,974

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	55,152
2	49,000
3	48,300
4	48,000
5	47,235
6	45,900
7	45,515
8	45,000
9	45,000
10	44,690
11	44,548
12	44,000
13	43,639
14	43,294
15	42,700
16	42,300
17	42,200
18	42,000
19	41,900
20	41,322
21	41,250
22	41,000
23	41,000
24	40,800
25	40,500
26	40,400
27	40,172
28	40,000
29	40,000
30	39,400
31	39,240
32	38,520
33	38,412
34	38,100
35	38,000
36	37,992
37	37,630
38	37,500
39	37,300
40	37,000
41	36,900
42	36,750
43	36,234
44	36,000
45	36,000
46	35,900
47	35,700
48	35,304
49	35,280
50	34,984
51	34,500
52	32,100
53	32,000
54	31,581
55	31,524
56	31,500
57	28,100
58	27,018
59	26,542
60	26,500
61	21,987
AVERAGE	38,821

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY				DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	52,500	24	37,345	1	55,000
2	52,000	25	37,200	2	52,000
3	51,200	26	37,170	3	48,100
4	48,750	27	37,100	4	46,008
5	47,900	28	36,735	5	46,000
6	47,200	29	36,500	6	43,000
7	47,100	30	36,400	7	41,125
8	46,500	31	36,000	8	40,000
9	45,400	32	35,666	9	39,700
10	44,500	33	34,977	10	38,000
11	44,235	34	34,200	11	36,059
12	43,250	35	33,475	12	36,000
13	42,200	36	32,393	13	36,000
14	42,000	37	32,044	14	35,940
15	39,700	38	31,867	15	35,666
16	39,350	39	28,521	16	33,475
17	39,120	40	27,018	17	33,180
18	39,000	41	26,600	18	31,561
19	39,000	42	26,042	19	29,863
20	38,856	AVERAGE	39,065	AVERAGE	39,719
21	37,973				
22	37,946				
23	37,760				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS): SOCIAL WORK		DEANS (DIRECTORS): PHARMACY		DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	50,052	1	55,000	1	48,800
2	48,500	2	52,731	2	45,400
3	47,762	3	51,800	3	45,050
4	46,250	4	51,700	4	44,293
5	46,200	5	50,500	5	43,764
6	45,800	6	49,787	6	39,780
7	44,900	7	49,172	7	39,113
8	44,600	8	48,000	8	37,745
9	44,300	9	47,240	9	37,500
10	44,300	10	47,000	10	36,800
11	43,560	11	46,600	11	36,350
12	43,000	12	45,800	12	34,288
13	42,350	13	45,600	13	34,025
14	42,000	14	45,360	14	33,500
15	41,844	15	45,050	15	33,000
16	41,500	16	45,000	16	32,712
17	41,475	17	44,600	17	32,500
18	41,412	18	44,500	18	31,000
19	40,914	19	44,390	19	30,674
20	40,900	20	44,200	20	27,783
21	40,680	21	44,040	21	27,239
22	40,000	22	42,000	22	27,000
23	40,000	23	41,800	23	22,925
24	39,900	24	41,500		
25	38,619	25	41,300	AVERAGE	39,636
26	38,319	26	40,800		
27	37,400	27	40,400		
28	36,600	28	39,612		
29	36,500	29	37,380		
30	36,000	30	37,300		
31	36,000	31	37,284		
32	35,976	32	36,000		
33	34,000	33	35,400		
34	34,000	34	34,507		
35	33,500	35	33,000		
36	29,400	36	32,736		
37	28,900	37	30,500		
38	24,847				
		AVERAGE	43,232		
AVERAGE	40,088				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	54,000
2	51,700
3	51,000
4	49,500
5	48,746
6	48,000
7	47,800
8	47,650
9	47,500
10	47,004
11	46,400
12	45,600
13	45,150
14	45,120
15	45,000
16	43,860
17	38,002
AVERAGE	47,178

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	47,000
2	42,930
3	42,500
4	42,400
5	41,950
6	41,400
7	40,200
8	40,019
9	39,300
10	39,000
11	38,250
12	37,712
13	37,000
14	35,566
15	33,500
16	29,500
17	25,300
18	22,000
AVERAGE	37,335

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

LEGAL COUNSEL

RANK	SALARY	RANK	SALARY
1	59,000	27	29,190
2	47,000	28	28,450
3	46,704	29	28,075
4	46,000	30	27,988
5	39,750	31	27,830
6	39,600	32	27,400
7	39,420	33	26,900
8	38,960	34	26,500
9	38,700	35	26,400
10	38,675	36	26,376
11	38,000	37	26,000
12	36,900	38	25,438
13	36,816	39	25,000
14	36,317	40	25,000
15	35,000	41	24,500
16	34,687	42	24,000
17	34,000	43	23,953
18	33,900	44	23,320
19	33,500	45	23,036
20	32,328	46	22,924
21	32,300	47	22,000
22	32,300	48	19,280
23	31,815	AVERAGE	31,984
24	29,650		
25	29,580		
26	29,500		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

REGISTRAR

RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	39,500	35	31,400	69	27,300	103	23,000
2	36,384	36	31,300	70	27,260	104	22,925
3	36,300	37	31,262	71	27,200	105	22,560
4	36,200	38	30,700	72	27,100	106	22,500
5	36,144	39	30,367	73	27,100	107	22,482
6	36,075	40	30,324	74	27,000	108	22,210
7	35,880	41	30,300	75	27,000	109	22,100
8	35,844	42	30,100	76	27,000	110	22,100
9	35,760	43	30,000	77	27,000	111	22,045
10	35,700	44	30,000	78	26,800	112	22,000
11	35,400	45	30,000	79	25,692	113	22,000
12	35,350	46	29,600	80	25,620	114	21,886
13	35,000	47	29,520	81	25,542	115	21,613
14	35,000	48	29,155	82	25,500	116	21,504
15	34,875	49	29,120	83	25,450	117	21,412
16	34,660	50	29,000	84	25,280	118	21,359
17	34,500	51	29,000	85	25,140	119	21,300
18	34,255	52	28,850	86	25,100	120	21,000
19	34,020	53	28,800	87	25,020	121	21,000
20	33,800	54	28,750	88	25,000	122	20,650
21	33,692	55	28,607	89	24,840	123	20,436
22	33,534	56	28,600	90	24,756	124	20,400
23	33,228	57	28,332	91	24,700	125	19,910
24	33,000	58	28,200	92	24,500	126	19,574
25	32,600	59	28,200	93	24,500	127	19,350
26	32,570	60	28,200	94	24,000	128	19,355
27	32,509	61	28,149	95	23,910	129	19,300
28	32,270	62	28,012	96	23,701	130	17,700
29	32,200	63	28,000	97	23,600	131	17,000
30	32,160	64	28,000	98	23,600		
31	32,100	65	28,000	99	23,584	AVERAGE	27,685
32	32,000	66	27,970	100	23,500		
33	31,639	67	27,700	101	23,100		
34	31,560	68	27,626	102	23,100		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	$54,000	35	$38,119	69	$34,910	103	$31,699
2	48,048	36	38,000	70	34,816	104	31,600
3	48,000	37	38,000	71	34,772	105	31,500
4	46,476	38	37,920	72	34,700	106	31,500
5	46,050	39	37,716	73	34,600	107	31,179
6	45,300	40	37,371	74	34,500	108	31,000
7	45,200	41	37,300	75	34,380	109	31,000
8	45,000	42	37,100	76	34,300	110	30,780
9	45,000	43	37,000	77	34,200	111	30,772
10	44,500	44	37,000	78	34,000	112	30,533
11	44,150	45	36,750	79	33,876	113	29,685
12	44,000	46	36,630	80	33,840	114	29,460
13	43,250	47	36,600	81	33,692	115	29,448
14	42,600	48	36,554	82	33,600	116	29,265
15	42,600	49	36,500	83	33,590	117	29,100
16	42,400	50	36,500	84	33,500	118	29,000
17	42,000	51	36,425	85	33,500	119	28,850
18	41,900	52	36,330	86	33,500	120	28,500
19	41,880	53	36,276	87	33,500	121	28,000
20	41,539	54	36,106	88	33,475	122	27,694
21	41,500	55	36,000	89	33,269	123	25,900
22	41,500	56	35,976	90	33,100	124	25,758
23	40,900	57	35,832	91	33,100	125	24,850
24	40,728	58	35,800	92	33,000	126	24,032
25	40,100	59	35,700	93	33,000	127	23,737
26	40,000	60	35,640	94	32,865	128	23,165
27	39,500	61	35,506	95	32,704	129	22,000
28	39,480	62	35,400	96	32,500	130	20,653
29	39,300	63	35,316	97	32,300	131	20,000
30	38,704	64	35,194	98	32,287	AVERAGE	35,371
31	38,600	65	35,010	99	32,000		
32	38,500	66	35,000	100	32,000		
33	38,492	67	35,000	101	31,900		
34	38,300	68	35,000	102	31,725		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	48,600	41	35,050	81	30,150
2	48,060	42	35,000	82	30,144
3	46,960	43	34,500	83	29,610
4	46,500	44	34,400	84	29,520
5	46,200	45	34,284	85	29,109
6	43,300	46	33,900	86	29,000
7	43,100	47	33,492	87	29,000
8	43,000	48	33,475	88	29,000
9	41,000	49	33,400	89	28,680
10	42,169	50	33,300	90	28,422
11	41,508	51	33,200	91	28,500
12	40,690	52	33,168	92	28,008
13	40,257	53	33,060	93	27,700
14	40,141	54	33,000	94	27,258
15	40,000	55	33,000	95	27,200
16	40,000	56	33,000	96	27,000
17	39,982	57	32,704	97	26,550
18	39,975	58	32,600	98	26,500
19	39,720	59	32,500	99	26,340
20	39,564	60	32,500	100	26,200
21	39,210	61	32,500	101	25,850
22	39,200	62	32,400	102	25,824
23	39,000	63	32,399	103	25,800
24	38,920	64	32,323	104	25,600
25	38,500	65	32,244	105	25,500
26	38,278	66	32,000	106	25,239
27	37,800	67	31,935	107	25,066
28	37,500	68	31,600	108	24,835
29	37,500	69	31,500	109	24,750
30	37,250	70	31,300	110	24,650
31	37,020	71	31,254	111	23,886
32	37,000	72	31,200	112	23,774
33	36,500	73	31,000	113	23,500
34	36,400	74	[illegible]	114	23,000
35	36,300	75	30,985	115	22,884
36	36,300	76	30,900	116	22,800
37	36,000	77	30,851	117	22,672
38	36,000	78	30,550		
39	35,691	79	30,400	AVERAGE	33,126
40	35,565	80	30,300		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	41,928	41	27,700	81	22,970
2	41,692	42	27,700	82	22,946
3	41,500	43	27,490	83	22,674
4	41,000	44	27,300	84	22,578
5	37,670	45	27,249	85	22,400
6	37,000	46	27,150	86	22,334
7	36,900	47	27,132	87	22,320
8	36,170	48	27,060	88	22,000
9	35,900	49	27,000	89	22,000
10	34,916	50	26,904	90	22,000
11	34,248	51	26,896	91	21,965
12	33,615	52	26,800	92	21,910
13	33,563	53	26,800	93	21,750
14	33,200	54	26,800	94	21,683
15	32,868	55	26,800	95	21,600
16	32,738	56	26,724	96	21,200
17	32,600	57	26,700	97	20,000
18	32,600	58	26,692	98	19,800
19	32,550	59	26,540	99	19,600
20	32,465	60	26,500	100	19,320
21	32,400	61	26,500	101	19,245
22	31,600	62	26,206	102	19,000
23	31,300	63	26,000	103	18,650
24	30,588	64	26,000	104	18,334
25	30,061	65	25,803	105	17,028
26	30,000	66	25,790	106	16,100
27	29,971	67	25,213	107	15,396
28	29,370	68	25,000	AVERAGE	27,000
29	29,350	69	25,000		
30	29,136	70	24,900		
31	28,903	71	24,030		
32	28,900	72	24,000		
33	28,740	73	24,000		
34	28,400	74	23,820		
35	28,272	75	23,783		
36	28,080	76	23,500		
37	28,000	77	23,400		
38	27,960	78	23,218		
39	27,900	79	23,100		
40	27,750	80	23,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	49,500
2	48,800
3	48,400
4	47,000
5	46,500
6	46,000
7	46,000
8	45,600
9	45,098
10	44,880
11	44,000
12	44,000
13	43,800
14	43,272
15	43,100
16	43,020
17	43,000
18	42,000
19	42,000
20	41,148
21	40,508
22	40,268
23	39,000
24	38,525
25	37,100
26	35,666
27	35,400
28	35,000
29	34,716
30	32,624
31	32,000
AVERAGE	41,867

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES
IN FORTY-NINE STATES

AFFIRMATIVE ACTION OFFICER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	56,760	40	25,920	79	20,777
2	48,000	41	25,400	80	20,093
3	43,800	42	25,352	81	20,093
4	42,900	43	25,284	82	20,092
5	42,000	44	25,200	83	20,000
6	41,040	45	25,150	84	20,000
7	41,000	46	25,068	85	19,891
8	40,370	47	24,500	86	19,600
9	40,150	48	24,500	87	19,600
10	37,900	49	24,300	88	19,500
11	35,016	50	24,000	89	19,450
12	34,900	51	24,000	90	19,404
13	34,750	52	23,925	91	19,250
14	32,532	53	23,900	92	19,000
15	32,292	54	23,800	93	19,000
16	31,961	55	23,700	94	18,800
17	31,500	56	23,401	95	18,500
18	31,000	57	23,328	96	18,119
19	30,400	58	23,054	97	17,000
20	30,108	59	23,030	98	16,747
21	30,000	60	23,000	99	16,000
22	30,000	61	22,656	100	16,000
23	29,941	62	22,600	101	15,750
24	28,858	63	22,575	102	15,630
25	28,560	64	22,400	103	14,400
26	28,341	65	22,300	104	12,000
27	29,300	66	22,066	105	11,253
28	28,080	67	21,900		
29	27,612	68	21,[illegible]00	AVERAGE	25,403
30	27,000	69	21,730		
31	27,000	70	21,980		
32	27,000	71	21,400		
33	26,940	72	21,200		
34	26,250	73	21,200		
35	26,250	74	21,180		
36	26,200	75	21,000		
37	26,180	76	20,943		
38	26,000	77	20,920		
39	25,935	78	20,340		

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina and Tennessee. The twenty-six participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama at Birmingham
University of Alabama at Huntsville
University of Alabama at University
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of South Carolina
University of South Florida
University of Southern Mississippi
University of Tennessee at Knoxville

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	83,200
2	61,360
3	60,000
4	59,500
5	57,700
6	56,450
7	56,000
8	52,500
9	50,000
AVERAGE	59,923 /

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	60,000
2	60,000
3	59,400
4	58,500
5	58,150
6	57,984
7	57,700
8	56,000
9	52,500
10	51,975
11	50,000
12	50,000
13	50,000
14	50,000
15	49,000
16	48,500
17	45,600
18	41,600
19	41,000
AVERAGE	52,522

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	55,000
2	54,100
3	54,000
4	52,000
5	48,600
6	48,400
7	48,200
8	47,700
9	47,000
10	47,000
11	46,540
12	46,000
13	44,100
14	43,500
15	43,000
16	43,000
17	42,312
18	42,200
19	41,000
20	40,500
21	39,824
22	39,100
23	38,360
AVERAGE	45,715

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	51,600
2	49,400
3	49,000
AVERAGE	49,333

ACADEMIC OFFICERS:
DEAN OF FACULTIES OR INSTRUCTION

RANK	SALARY
1	40,207
2	39,950
3	38,700
AVERAGE	39,619

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS
(FINANCE)

RANK	SALARY
1	49,000
2	47,880
3	47,000
4	47,000
5	46,300
6	46,000
7	46,000
8	43,000
9	43,000
10	42,800
11	42,500
12	42,000
13	41,500
14	41,250
15	41,000
16	39,500
17	28,400
18	37,070
AVERAGE	43,400

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	44,000
2	38,580
3	36,000
4	34,000
5	34,000
6	33,000
7	32,400
8	31,700
9	31,500
10	31,000
11	28,100
12	27,778
13	27,000
14	26,232
15	24,756
16	22,506
AVERAGE	31,410

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	41,640
2	32,000
3	24,498
AVERAGE	32,713

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	44,000
2	41,640
3	34,000
4	31,000
5	26,623
AVERAGE	35,453

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	35,190
2	34,500
3	34,392
4	34,000
5	33,700
6	33,200
7	32,170
8	31,000
9	30,000
10	28,711
11	28,296
12	27,200
13	24,800
14	22,300
15	19,000
AVERAGE	29,628

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	45,825
2	45,000
3	44,615
4	43,700
5	43,000
6	42,797
7	42,100
8	42,000
9	41,475
10	40,600
11	39,500
12	39,300
13	38,000
14	38,000
15	36,750
16	35,500
17	34,124
18	32,220
AVERAGE	40,267

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	38,900
2	37,500
3	36,677
4	35,000
5	34,175
6	32,400
7	31,000
8	31,000
9	29,448
10	29,000
11	29,000
12	28,300
13	27,000
14	26,995
15	26,500
16	22,430
17	22,346
AVERAGE	30,428

STUDENT AFFAIRS OFFICERS: DEAN OF MEN

RANK	SALARY
1	23,339
2	20,448
3	17,850
4	16,100
AVERAGE	19,434

STUDENT AFFAIRS OFFICERS: DEAN OF WOMEN

RANK	SALARY
1	34,680
2	23,580
3	23,339
4	19,500
5	19,098
6	19,750
AVERAGE	22,658

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	55,000
2	50,000
3	49,875
4	38,700
AVERAGE	48,394

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	55,440
2	47,000
3	43,800
4	42,600
5	42,000
6	42,000
7	40,600
8	40,370
9	40,000
10	39,500
11	36,750
12	33,223
AVERAGE	41,940

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	46,000
2	43,650
3	42,500
4	40,212
AVERAGE	43,091

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	43,482
2	42,094
3	41,000
4	40,000
5	33,600
6	33,264
7	33,000
8	33,000
9	33,000
10	30,000
11	29,350
12	26,410
13	25,680
14	25,618
15	24,971
16	23,000
AVERAGE	32,304

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	35,000
2	31,500
3	31,490
4	31,179
5	30,000
6	29,679
7	28,258
8	27,538
9	26,168
10	24,242
11	24,000
12	24,000
13	23,369
14	22,184
15	20,800
16	19,926
17	15,750
AVERAGE	25,943

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	47,000
2	44,700
3	42,797
4	37,650
AVERAGE	43,037

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY
RELATIONS

RANK	SALARY
1	41,475
2	39,962
3	38,000
AVERAGE	39,812

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	42,600
2	35,000
3	34,650
4	31,900
5	31,900
6	30,662
7	27,690
8	27,450
9	24,600
10	24,200
AVERAGE	31,065

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	47,000
2	46,000
3	46,000
4	45,900
5	38,553
6	31,950
7	30,588
8	21,360
AVERAGE	39,369

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	37,500
2	36,960
3	36,000
4	35,000
5	31,300
6	30,186
7	29,500
8	29,000
9	26,249
10	26,099
11	24,485
AVERAGE	31,162

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	40,850
2	38,377
3	37,400
4	36,900
5	36,900
6	36,800
7	34,392
8	33,333
9	33,060
10	32,942
11	31,000
12	30,679
13	24,800
14	24,400
15	23,526
AVERAGE	33,024

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	56,000
2	48,600
3	48,600
4	48,000
5	45,000
6	42,500
7	41,500
8	37,600
9	29,498
AVERAGE	44,144

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	43,300
2	37,200
3	36,400
4	36,000
5	34,300
6	34,000
7	32,000
8	31,300
9	31,290
10	31,200
11	30,834
12	29,900
13	27,250
14	27,000
15	25,400
16	25,320
17	24,000
18	19,511
AVERAGE	30,878

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	50,000
2	49,000
3	48,500
4	47,700
5	47,300
6	46,100
7	45,900
8	45,600
9	42,000
10	42,000
11	41,750
12	41,000
13	38,000
14	37,161
15	35,541
16	34,740
17	34,500
AVERAGE	42,752

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	44,520
2	44,000
3	41,534
4	41,500
5	39,000
6	38,170
7	36,500
8	35,000
9	31,045
10	19,363
AVERAGE	37,063

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	57,000
2	51,370
3	51,300
4	47,500
5	47,000
6	46,100
7	45,918
8	43,741
9	43,620
10	43,500
11	41,750
12	41,700
13	41,250
14	40,850
15	40,500
16	40,425
17	40,000
18	39,500
19	37,500
20	36,840
21	36,400
22	36,000
23	34,240
24	34,200
AVERAGE	42,425

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	50,436
2	50,000
3	45,900
4	45,600
5	43,878
6	42,700
7	41,000
8	39,000
9	30,240
10	26,120
AVERAGE	41,489

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	42,450
2	41,000
3	38,000
4	37,000
5	37,000
6	34,400
7	33,000
8	32,300
9	31,800
10	31,600
11	31,481
12	30,000
13	29,820
14	29,700
15	29,300
16	28,500
17	28,300
18	27,441
19	25,997
20	25,500
21	25,500
AVERAGE	31,919

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	$1,000
2	48,500
3	48,100
4	46,600
5	42,800
6	42,611
7	42,500
8	42,300
9	42,000
10	41,685
11	41,100
12	40,584
13	40,000
14	40,000
15	39,700
16	39,000
17	37,500
18	37,136
19	36,745
20	36,700
21	36,648
22	35,500
23	34,240
24	34,200
AVERAGE	40,723

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	48,700
2	45,898
3	42,000
4	39,500
5	38,000
AVERAGE	42,320

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	50,000
2	48,000
3	47,900
4	46,500
5	45,000
6	44,625
7	44,400
8	43,878
9	43,900
10	43,700
11	43,171
12	42,000
13	41,000
14	40,800
15	40,000
16	39,000
17	37,130
18	36,636
AVERAGE	43,174

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	44,520
2	41,800
3	37,000
4	36,000
5	35,900
6	35,000
7	32,000
AVERAGE	37,460

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	53,100
2	48,300
3	47,912
4	45,000
5	44,242
6	43,620
7	42,900
8	42,025
9	42,000
10	42,000
11	41,900
12	41,400
13	40,800
14	40,500
15	38,805
16	37,800
17	36,150
18	35,697
19	35,121
20	35,000
21	34,000
22	33,945
23	33,144
AVERAGE	40,624

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	44,715
2	40,980
3	40,300
4	40,000
5	39,480
6	35,700
7	34,800
8	34,000
9	23,124
AVERAGE	36,939

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	47,700
2	44,223
3	40,100
4	38,125
5	37,994
AVERAGE	41,628

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	41,300
2	40,500
3	40,300
4	39,321
5	39,000
6	37,500
7	33,500
AVERAGE	38,774

DEANS (DIRECTORS): LAW

RANK	SALARY
1	59,325
2	54,490
3	51,900
4	50,000
5	49,500
6	49,500
7	47,000
8	46,700
9	45,680
10	45,000
11	43,750
AVERAGE	49,200

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	48,500
2	44,200
3	41,100
4	39,500
5	38,000
6	34,000
7	27,250
AVERAGE	38,936

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	45,100
2	36,100
3	36,000
4	35,99[illegible]
5	33,000
6	30,000
7	27,240
AVERAGE	34,768

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	48,309
2	44,690
3	44,548
4	42,700
5	42,200
6	41,250
7	40,000
8	39,240
9	38,100
10	37,500
11	36,000
12	35,700
13	32,100
14	31,500
15	26,342
AVERAGE	38,691

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	44,239
2	43,250
3	39,700
4	37,170
5	36,900
6	28,521
AVERAGE	38,229

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	48,100
2	40,000
3	39,700
AVERAGE	41,933

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	44,900
2	43,000
3	42,350
4	41,475
5	40,914
6	39,800
7	36,000
8	36,000
9	34,000
AVERAGE	39,827

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	55,000
2	52,731
3	45,600
4	44,200
5	42,000
6	41,800
7	37,284
AVERAGE	45,516

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	39,113
2	37,745
3	34,288
4	34,025
AVERAGE	36,293

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

LEGAL COUNSEL

RANK	SALARY
1	47,000
2	38,675
3	38,000
4	34,000
5	33,500
6	32,300
7	31,815
8	29,190
9	27,930
10	24,000
11	22,924
AVERAGE	32,698

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	42,930
2	41,950
3	39,300
4	39,000
5	22,000
AVERAGE	37,036

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	54,000
2	49,500
3	47,500
4	45,600
AVERAGE	49,150

REGISTRAR

RANK	SALARY
1	36,075
2	34,500
3	33,692
4	33,228
5	33,000
6	32,600
7	32,000
8	31,300
9	30,700
10	30,300
11	30,000
12	29,120
13	28,607
14	28,332
15	28,000
16	27,626
17	25,020
18	24,756
19	24,500
20	23,600
21	23,100
22	23,100
23	22,482
24	22,000
25	21,358
26	17,700
AVERAGE	27,950

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	45,000
2	42,000
3	41,500
4	39,480
5	38,600
6	38,500
7	38,000
8	37,371
9	37,300
10	36,750
11	36,330
12	35,700
13	35,400
14	34,816
15	34,500
16	34,300
17	34,200
18	33,692
19	31,725
20	31,600
21	31,000
22	30,780
23	29,685
24	28,850
25	23,737
26	20,000
AVERAGE	34,647

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	46,200
2	43,300
3	40,000
4	40,000
5	39,000
6	38,279
7	37,500
8	37,020
9	36,500
10	36,100
11	36,000
12	35,000
13	34,500
14	33,300
15	33,200
16	32,500
17	30,144
18	29,000
19	28,922
20	26,550
21	26,500
22	25,824
23	25,500
24	25,066
25	23,000
AVERAGE	33,588

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	37,000
2	36,800
3	34,516
4	32,738
5	32,600
6	31,300
7	30,000
8	28,903
9	28,740
10	27,150
11	27,060
12	26,800
13	26,800
14	26,700
15	25,790
16	25,213
17	25,000
18	23,500
19	23,100
20	21,683
21	20,000
22	19,800
23	19,320
AVERAGE	27,414

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	46,000
2	44,000
3	43,900
4	43,020
5	43,000
6	41,148
AVERAGE	43,495

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	48,000
2	43,800
3	42,900
4	41,000
5	40,370
6	40,150
7	37,900
8	32,532
9	31,861
10	28,250
11	26,700
12	26,160
13	25,400
14	22,300
15	21,000
16	19,891
17	18,119
18	15,750
19	12,000
AVERAGE	30,083

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-BOSTON REGION-

The Boston Region as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont. The seven participating universities from this region are as follows:

University of Connecticut
University of Lowell
University of Maine at Orno
University of Massachusetts at Amherst
University of New Hampshire
University of Rhode Island
University of Vermont

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-BOSTON REGION-

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	55,136
2	52,000
3	48,910
4	48,000
5	45,934
6	39,000
AVERAGE	48,100

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	48,700
2	46,000
3	44,807
4	44,000
5	42,500
6	37,100
7	37,100
AVERAGE	42,987

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	47,750
2	42,200
3	41,000
4	36,000
5	34,980
6	29,870
AVERAGE	38,633

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	30,260
2	30,000
3	29,870
AVERAGE	30,043

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	38,300
2	30,000
3	29,925
4	28,512
5	28,500
6	28,432
AVERAGE	30,612

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	43,900
2	38,239
3	35,900
4	33,670
5	33,500
AVERAGE	37,441

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	33,000
2	32,603
3	32,000
4	29,992
5	29,302
AVERAGE	30,979

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	33,370
2	31,000
3	27,498
4	25,970
5	22,000
6	19,320
AVERAGE	26,960

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	28,500
2	25,512
3	24,828
4	23,946
5	19,239
6	17,646
AVERAGE	23,279

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-BOSTON REGION-

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	31,000
2	28,190
3	28,000
4	27,960
AVERAGE	28,690

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	34,000
2	31,800
3	31,552
4	27,451
5	26,500
6	24,000
7	19,745
AVERAGE	27,864

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	34,500
2	32,600
3	25,750
4	22,940
5	21,800
6	17,490
AVERAGE	25,848

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	44,910
2	44,075
3	41,900
4	36,570
AVERAGE	41,839

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	44,600
2	36,900
3	35,666
4	35,400
5	32,330
AVERAGE	36,959

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	49,860
2	45,600
3	36,169
4	35,670
5	35,000
6	33,178
AVERAGE	38,580

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	40,000
2	35,189
3	30,610
4	28,600
5	26,000
6	25,229
7	24,796
AVERAGE	30,060

DEANS (DIRECTORS): EARTH SCIENCES/ NATURAL RESOURCES

RANK	SALARY
1	44,600
2	35,666
3	35,600
AVERAGE	38,622

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	38,400
2	37,500
3	36,947
4	33,670
5	29,500
AVERAGE	35,603

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-BOSTON REGION-

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	49,010
2	44,321
3	39,857
4	38,300
5	36,400
6	34,500
7	33,565
AVERAGE	39,422

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	43,000
2	35,616
3	34,933
4	29,056
AVERAGE	35,501

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	42,400
2	40,500
3	37,000
4	35,670
5	34,600
6	34,271
7	34,268
AVERAGE	36,958

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	41,100
2	34,000
3	31,298
4	21,534
AVERAGE	31,983

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	40,400
2	36,234
3	35,900
4	34,968
5	21,097
AVERAGE	33,892

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	36,400
2	35,666
3	32,044
AVERAGE	34,703

REGISTRAR

RANK	SALARY
1	28,149
2	27,970
3	25,620
4	22,210
5	22,100
6	22,045
7	21,412
AVERAGE	24,215

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	46,050
2	33,590
3	33,500
4	33,269
5	33,100
6	32,865
7	25,758
AVERAGE	34,019

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	39,975
2	35,651
3	33,000
4	32,600
5	31,935
6	30,985
AVERAGE	34,024

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-BOSTON REGION-

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	33,*00
2	26,*96
3	22,970
4	22,674
5	22,57*
AVERAGE	25,724

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	35,666
2	35,400
3	35,000
4	32,624
AVERAGE	34,673

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	26,940
2	25,*35
3	24,500
4	24,500
5	23,034
6	21,730
7	20,943
AVERAGE	23,943

39

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin. The twenty-six participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University at Bloomington
Indiana University-Purdue University at Indianapolis
Kent State University
Miami University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Purdue University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago Circle
University of Illinois at Urbana-Champaign
University of Michigan
University of Minnesota
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Wayne State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	66,500
2	66,000
3	61,059
4	58,700
5	57,250
6	55,000
7	55,000
8	50,500
AVERAGE	58,791

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	79,640
2	67,500
3	63,500
4	63,000
5	60,000
6	59,393
7	57,609
8	55,000
9	55,000
10	55,000
11	55,000
12	54,500
13	53,500
14	53,398
15	52,920
16	51,100
17	49,700
18	48,500
19	47,500
20	47,000
AVERAGE	56,138

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	64,800
2	57,750
3	55,000
4	54,544
5	53,300
6	53,000
7	51,084
8	50,400
9	49,600
10	49,500
11	48,430
12	47,900
13	47,632
14	44,460
15	44,300
16	41,850
17	39,800
AVERAGE	50,197

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	66,780
2	54,000
3	53,000
4	52,700
5	52,560
6	50,000
7	47,200
8	46,260
9	45,900
10	45,888
11	45,750
12	45,698
13	45,420
14	45,036
15	44,100
16	42,950
17	41,964
18	40,150
AVERAGE	48,075

ACADEMIC OFFICERS: DEAN OF FACULTIES OR INSTRUCTION

RANK	SALARY
1	50,000
2	40,200
3	36,000
AVERAGE	42,067

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	57,750
2	54,840
3	48,900
4	48,430
5	46,000
6	45,252
7	45,250
8	45,000
9	42,300
AVERAGE	48,191

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	44,800
2	40,700
3	39,500
4	37,000
5	34,080
6	32,500
7	28,200
8	24,170
AVERAGE	33,119

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	43,300
2	41,568
3	38,100
4	37,632
5	36,960
6	35,725
7	35,000
8	33,600
9	32,640
10	32,039
11	31,900
12	31,790
13	30,500
14	29,400
15	28,950
16	27,000
17	24,800
AVERAGE	33,983

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	57,750
2	53,000
3	49,528
4	44,100
5	39,000
6	30,601
7	23,556
AVERAGE	42,505

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	43,968
2	39,720
3	39,180
4	36,384
5	36,000
6	35,420
7	33,040
8	31,200
9	30,167
10	28,200
11	27,408
12	26,900
13	26,500
14	24,000
AVERAGE	32,656

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	50,000
2	47,200
3	45,567
4	45,000
5	44,400
6	44,020
7	42,857
8	41,850
9	40,900
10	40,000
11	39,036
12	39,000
13	38,580
14	38,540
15	38,250
16	38,000
17	37,464
18	36,000
AVERAGE	41,484

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS -CHICAGO REGION-

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	39,500
2	38,450
3	38,000
4	35,900
5	35,500
6	35,250
7	35,000
8	31,012
9	29,500
10	29,352
11	29,000
12	28,178
13	26,215
14	25,800
AVERAGE	32,611

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	40,000
2	39,000
3	37,824
4	37,500
5	36,590
6	35,760
7	32,690
8	32,506
9	32,400
10	32,400
11	30,073
12	29,500
13	29,139
AVERAGE	34,257

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	52,560
2	48,600
3	48,000
4	47,900
5	44,910
6	38,580
7	38,300
AVERAGE	45,464

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	48,480
2	47,550
3	44,800
4	43,600
5	39,800
6	39,630
7	38,000
AVERAGE	43,126

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRESIDENT FOR PLANNING AND BUDGETING

RANK	SALARY
1	45,000
2	44,040
3	41,030
4	38,600
5	37,800
6	33,300
AVERAGE	39,965

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	36,000
2	33,600
3	33,000
4	30,768
5	30,600
6	29,100
7	28,620
8	28,100
9	26,800
10	26,340
11	26,000
12	22,599
13	22,548
14	21,815
AVERAGE	28,278

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	56,036
2	55,000
3	48,500
4	47,130
5	44,300
6	43,704
7	42,500
8	39,000
9	38,700
AVERAGE	46,097

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	36,500
2	34,640
3	31,200
4	28,000
5	26,100
6	24,272
7	22,000
AVERAGE	28,959

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	47,424
2	44,520
3	44,500
4	33,500
5	32,000
6	31,154
7	31,000
8	29,760
9	29,300
10	28,300
11	27,521
12	24,500
AVERAGE	33,623

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	60,000
2	55,000
3	46,000
4	41,681
5	40,000
6	29,029
AVERAGE	45,285

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	41,580
2	39,000
3	37,500
4	36,804
5	36,660
6	32,531
7	31,350
8	29,050
9	28,000
10	27,000
11	26,702
AVERAGE	33,289

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	39,720
2	39,100
3	36,470
4	36,066
5	35,600
6	31,200
7	29,415
8	28,992
9	28,435
10	27,285
11	21,320
AVERAGE	32,146

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	55,558
2	53,300
3	49,000
4	48,000
5	46,600
6	45,000
7	44,400
8	44,000
9	43,900
10	43,860
11	41,300
12	40,179
13	40,000
14	39,780
15	38,000
16	38,000
17	35,000
AVERAGE	43,875

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	53,300
2	52,500
3	51,500
4	48,400
5	48,000
6	26,660
AVERAGE	48,393

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	55,199
2	52,500
3	50,000
4	50,000
5	49,100
6	49,080
7	48,900
8	48,500
9	48,300
10	48,200
11	46,000
12	46,000
13	44,000
14	43,200
15	42,350
16	42,000
17	41,868
18	41,160
19	40,800
20	40,700
21	40,200
22	38,838
23	38,000
24	36,204
25	35,400
AVERAGE	44,660

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	47,940
2	45,900
3	45,400
4	43,700
5	43,320
6	41,700
7	40,179
8	38,000
9	33,000
AVERAGE	42,082

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	43,500
2	41,270
3	40,560
4	40,308
5	39,356
6	37,890
7	37,800
8	37,756
9	37,500
10	37,000
11	36,600
12	36,240
13	36,000
14	33,590
15	33,350
16	32,796
17	30,488
18	28,800
19	26,750
20	26,520
21	23,100
22	21,651
AVERAGE	34,486

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	58,823
2	54,500
3	53,600
4	52,690
5	50,900
6	50,000
7	48,360
8	48,000
9	47,000
10	45,000
11	43,000
12	42,000
13	41,750
14	39,090
15	35,556
AVERAGE	47,342

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	44,100
2	43,920
3	43,000
4	42,960
5	41,520
6	40,800
7	40,730
8	40,579
9	40,200
10	40,000
11	40,000
12	39,780
13	38,820
14	32,500
AVERAGE	40,638

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	52,000
2	49,700
3	49,650
4	48,000
5	49,000
6	46,750
7	46,008
8	45,720
9	45,600
10	45,200
11	45,000
12	44,460
13	43,200
14	42,000
15	41,910
16	41,700
17	41,000
18	41,000
19	40,750
20	40,579
21	40,000
22	39,480
23	37,260
24	37,000
25	33,000
AVERAGE	43,399

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	55,000
2	55,000
3	53,960
4	50,000
5	47,900
6	46,000
7	45,900
8	45,780
9	44,500
10	44,000
11	43,680
12	41,350
13	41,260
14	40,800
15	40,600
16	40,184
17	40,140
18	39,380
19	39,240
20	38,640
21	36,500
22	35,400
23	34,000
AVERAGE	43,441

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	45,600
2	44,500
3	40,000
4	38,900
5	37,800
6	31,350
7	30,600
AVERAGE	38,393

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	49,580
2	45,500
3	45,000
4	43,320
5	40,000
6	31,000
AVERAGE	41,733

DEANS (DIRECTORS): LAW

RANK	SALARY
1	58,000
2	57,000
3	54,336
4	53,600
5	53,000
6	52,250
7	52,000
8	50,040
9	50,000
10	49,000
11	41,500
AVERAGE	51,884

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	52,000
2	47,040
3	37,950
4	31,920
5	31,075
AVERAGE	39,997

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	53,500
2	51,500
3	51,500
4	42,780
5	36,000
AVERAGE	47,056

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	43,995
2	40,000
3	37,050
4	33,930
5	24,600
AVERAGE	35,919

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	49,000
2	47,235
3	45,900
4	45,000
5	45,000
6	42,300
7	41,000
8	39,400
9	38,520
10	37,650
11	36,900
12	35,280
13	32,000
AVERAGE	41,160

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	52,000
2	47,100
3	39,120
4	39,000
5	38,856
6	37,200
7	36,000
8	34,977
9	34,200
10	26,600
AVERAGE	38,505

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	52,000
2	41,129
3	39,940
4	33,180
AVERAGE	40,561

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	48,500
2	47,762
3	46,290
4	44,600
5	44,500
6	40,680
7	28,900
AVERAGE	43,027

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	51,800
2	51,700
3	47,000
4	45,050
5	44,600
6	44,390
7	44,040
AVERAGE	46,940

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	43,764
2	39,780
3	36,800
4	36,350
5	33,500
6	27,000
7	22,925
AVERAGE	34,303

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	51,700
2	48,000
3	47,650
4	47,004
5	45,150
AVERAGE	47,901

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	42,500
2	41,500
3	37,000
AVERAGE	40,333

LEGAL COUNSEL

RANK	SALARY
1	59,000
2	46,704
3	39,750
4	39,420
5	38,960
6	36,900
7	32,328
8	28,450
9	27,400
10	26,900
11	25,438
12	24,500
13	23,036
14	22,000
AVERAGE	33,600

REGISTRAR

RANK	SALARY
1	39,500
2	36,300
3	35,700
4	35,400
5	35,330
6	34,020
7	33,534
8	32,100
9	31,560
10	30,367
11	29,600
12	28,750
13	28,200
14	28,000
15	28,000
16	27,300
17	27,260
18	27,100
19	27,000
20	25,100
21	24,700
22	24,000
23	23,910
24	20,400
25	19,574
AVERAGE	29,309

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	54,000
2	49,000
3	45,200
4	45,000
5	44,500
6	42,600
7	41,980
8	41,500
9	40,728
10	40,100
11	39,300
12	38,300
13	37,920
14	36,600
15	36,554
16	36,106
17	34,910
18	34,380
19	33,600
20	33,500
21	33,500
22	33,000
23	33,000
24	32,000
25	29,900
AVERAGE	38,483

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	48,600
2	46,500
3	43,000
4	42,168
5	41,508
6	39,720
7	37,800
8	36,400
9	34,400
10	33,900
11	32,500
12	32,400
13	30,950
14	30,400
15	29,610
16	29,520
17	29,109
18	29,000
19	29,000
20	28,680
21	28,500
22	27,200
AVERAGE	34,567

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	41,928
2	41,500
3	41,000
4	34,248
5	32,950
6	32,465
7	29,971
8	29,350
9	28,900
10	28,400
11	27,960
12	27,750
13	27,132
14	26,904
15	26,800
16	26,540
17	26,500
18	24,000
19	22,334
AVERAGE	30,328

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	41,040
2	35,016
3	30,000
4	28,938
5	28,560
6	28,300
7	27,612
8	27,000
9	27,000
10	26,000
11	25,920
12	25,284
13	25,150
14	25,068
15	23,925
16	23,000
17	22,600
18	21,900
19	21,580
20	21,180
21	20,929
22	19,600
23	16,000
AVERAGE	25,718

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	49,500
2	48,800
3	48,400
4	48,500
AVERAGE	48,300

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico and Texas. The twenty-two participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
Northeast Louisiana University
North Texas State University
Northwestern State University of Louisiana
Sam Houston State University
Texas A & I University
Texas A & M University
Texas Woman's University
University of Arkansas
University of Houston
University of New Mexico
University of New Orleans
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at El Paso

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	71,500
2	71,000
3	58,000
4	48,760
5	39,800
AVERAGE	57,812

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	61,300
2	58,000
3	57,500
4	57,500
5	54,800
6	54,500
7	54,000
8	53,800
9	53,052
10	49,450
11	48,800
12	47,500
13	45,800
14	45,786
15	45,786
16	45,786
17	45,786
18	39,800
19	39,800
AVERAGE	50,460

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	53,000
2	50,304
3	49,110
4	48,000
5	47,900
6	44,520
7	44,000
8	43,000
9	42,673
10	42,252
11	42,000
12	41,200
13	39,336
14	39,226
15	39,076
16	35,760
17	34,250
18	33,500
19	30,761
AVERAGE	42,067

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	52,000
2	51,500
3	48,800
4	47,050
5	47,000
6	47,000
7	44,100
8	43,572
9	43,460
10	41,810
11	41,348
12	39,076
13	38,000
14	37,977
15	37,200
16	35,000
17	33,095
18	30,761
AVERAGE	42,133

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	54,000
2	48,800
3	45,000
4	44,520
5	42,000
AVERAGE	46,864

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	37,000
2	33,375
3	33,000
4	30,000
5	27,196
6	25,201
7	23,479
8	21,350
9	20,544
10	18,000
AVERAGE	26,965

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	41,948
2	37,800
3	35,616
4	35,127
5	34,000
6	33,000
7	33,000
8	33,000
9	32,000
10	31,800
11	26,476
12	23,979
13	22,900
14	19,712
15	19,958
AVERAGE	30,574

BUSINESS OR FISCAL OFFICER
BUDGET OFFICER

RANK	SALARY
1	33,000
2	28,500
3	27,800
4	26,500
5	26,000
6	26,000
7	24,544
8	22,333
9	18,500
10	16,500
AVERAGE	24,968

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	48,800
2	43,000
3	41,774
4	41,000
5	40,700
6	40,000
7	39,290
8	39,076
9	37,977
10	37,464
11	36,040
12	36,000
13	35,200
14	34,000
15	31,250
16	30,328
AVERAGE	38,244

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	33,000
2	32,450
3	32,393
4	30,500
5	29,932
6	28,400
7	27,401
8	25,725
9	25,500
10	25,080
11	25,000
12	24,960
13	24,900
14	24,501
15	23,948
16	22,300
AVERAGE	27,149

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	48,000
2	48,000
3	34,250
AVERAGE	42,083

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	43,000
2	42,600
3	42,252
4	41,009
5	39,600
6	36,500
7	34,750
AVERAGE	39,959

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	37,100
2	33,120
3	32,796
4	26,401
5	26,200
6	25,850
7	25,080
8	25,000
9	22,395
10	21,300
AVERAGE	27,744

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	42,000
2	40,093
3	36,700
4	33,000
AVERAGE	37,948

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	36,900
2	29,300
3	20,676
4	18,222
AVERAGE	26,005

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	32,700
2	31,601
3	28,981
4	28,000
5	27,800
6	27,258
7	26,601
8	26,220
9	25,830
10	22,250
11	21,750
12	21,750
13	20,456
14	19,220
15	18,385
16	17,501
AVERAGE	24,770

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	42,000
2	40,000
3	37,008
4	34,000
5	27,900
6	26,394
AVERAGE	34,484

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	40,000
2	32,860
3	32,000
4	29,370
5	27,918
6	27,000
7	26,400
8	24,900
9	23,800
10	23,500
11	18,095
AVERAGE	27,768

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	51,360
2	48,000
3	36,000
AVERAGE	44,453

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	48,916
2	41,200
3	41,000
4	37,824
5	37,036
6	33,920
7	33,000
8	30,400
9	29,392
10	26,693
11	26,064
12	25,745
13	24,500
14	20,340
AVERAGE	32,542

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	98,200
2	32,050
3	32,000
4	31,000
5	29,490
6	29,445
7	28,600
8	27,600
9	26,500
10	26,116
11	23,437
12	20,750
13	20,488
AVERAGE	29,126

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	46,900
2	44,920
3	44,305
4	43,936
5	39,220
6	37,824
7	36,500
8	36,195
9	33,000
10	32,279
11	31,561
AVERAGE	38,776

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	43,500
2	40,956
3	40,000
4	37,809
5	36,040
6	36,000
7	35,600
8	35,300
AVERAGE	38,191

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	49,080
2	46,248
3	43,398
4	37,824
5	37,100
6	32,070
7	30,444
AVERAGE	39,452

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	49,000
2	46,480
3	46,480
4	45,900
5	42,900
6	41,460
7	41,000
8	39,220
9	39,015
10	38,959
11	37,780
12	36,195
13	34,920
14	33,996
15	33,333
16	32,900
17	32,272
18	31,529
19	27,018
AVERAGE	38,344

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	46,000
2	46,000
3	38,340
4	37,712
5	36,195
6	35,000
7	33,984
8	34,200
9	32,500
AVERAGE	38,124

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	42,960
2	42,360
3	41,000
4	40,500
5	36,040
6	32,000
7	31,020
8	29,625
9	13,248
AVERAGE	33,890

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	58,400
2	54,000
3	46,200
4	44,200
5	44,000
6	42,960
7	41,333
8	41,208
9	39,220
10	38,900
11	37,824
12	37,585
13	36,500
14	34,838
15	31,867
AVERAGE	41,929

DEANS (DIRECTORS): EARTH SCIENCES/ NATURAL RESOURCES

RANK	SALARY
1	45,700
2	44,264
3	43,728
4	36,000
AVERAGE	42,672

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	49,000
2	46,500
3	46,284
4	44,300
5	42,816
6	41,500
7	39,905
8	38,584
9	38,400
10	37,824
11	37,780
12	37,700
13	37,600
14	37,100
15	36,695
16	36,195
17	32,650
18	31,250
19	30,444
20	27,018
AVERAGE	38,627

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	48,000
2	47,040
3	44,280
4	42,000
5	40,608
6	39,037
7	38,080
8	38,920
9	37,824
10	37,333
11	37,000
12	36,000
13	33,898
14	32,030
15	30,073
16	27,018
AVERAGE	38,099

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	29,200
2	27,900
3	27,000
AVERAGE	27,900

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	46,900
2	46,000
3	36,195
4	36,000
5	31,561
AVERAGE	39,291

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	47,004
2	44,000
3	39,586
4	38,000
5	37,780
6	37,383
7	33,000
8	32,500
9	27,018
AVERAGE	37,363

DEANS (DIRECTORS): LAW

RANK	SALARY
1	54,000
2	49,080
3	47,100
4	44,000
5	40,280
AVERAGE	46,976

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	40,000
2	35,091
3	31,000
4	26,500
AVERAGE	33,148

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	44,000
2	43,659
3	40,900
4	37,300
5	36,000
6	31,581
7	27,018
AVERAGE	37,194

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	52,500
2	46,500
3	43,460
4	42,280
5	39,000
6	37,946
7	37,790
8	37,100
9	36,735
10	32,393
11	31,867
12	27,018
13	26,042
AVERAGE	37,883

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	55,000
2	46,000
3	36,000
4	31,581
AVERAGE	42,140

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	44,500
2	43,500
3	40,000
4	33,310
5	33,500
AVERAGE	38,964

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	37,500
2	32,500
3	30,674
4	27,783
5	27,235
AVERAGE	31,138

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	40,200
2	37,712
3	35,966
AVERAGE	37,959

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	50,500
2	45,000
3	37,300
4	33,000
AVERAGE	41,450

LEGAL COUNSEL

RANK	SALARY
1	35,000
2	32,300
3	29,500
4	26,500
AVERAGE	30,825

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

REGISTRAR

RANK	SALARY
1	34,255
2	32,279
3	30,000
4	29,000
5	27,200
6	27,109
7	26,500
8	25,692
9	25,542
10	25,140
11	24,500
12	23,600
13	23,000
14	22,025
15	21,613
16	21,504
17	20,650
18	19,910
19	19,355
AVERAGE	25,731

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	41,900
2	40,900
3	38,000
4	36,500
5	36,276
6	35,000
7	34,772
8	33,876
9	33,840
10	33,500
11	32,207
12	31,175
13	31,000
14	30,533
15	29,448
16	29,265
17	29,000
18	24,850
19	24,032
20	23,165
21	22,000
AVERAGE	31,964

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	43,000
2	38,500
3	35,050
4	33,184
5	32,244
6	32,000
7	31,500
8	31,500
9	31,254
10	31,000
11	30,150
12	27,259
13	26,200
14	25,850
15	24,750
16	24,650
17	23,866
18	23,774
19	22,800
20	22,672
AVERAGE	29,959

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	33,613
2	31,600
3	29,370
4	28,000
5	26,900
6	26,500
7	25,000
8	23,820
9	23,783
10	23,218
11	21,750
12	21,200
13	19,245
14	19,000
15	18,650
16	18,334
17	15,396
AVERAGE	24,793

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	42,000
2	34,750
3	31,000
4	25,200
5	23,900
6	22,571
7	21,400
8	21,200
9	20,052
10	19,450
11	19,404
12	18,500
13	16,747
14	16,000
15	11,253
AVERAGE	22,995

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming. The twelve participating universities from this region are as follows:

Colorado School of Mines
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	63,000
2	58,080
3	56,000
4	55,000
5	55,000
6	54,500
7	47,775
8	47,775
9	44,000
10	44,000
11	44,000
12	39,500
AVERAGE	50,636

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	52,000
2	49,932
3	47,175
4	44,000
5	43,300
6	41,600
7	41,600
8	36,900
9	35,700
10	34,760
AVERAGE	42,691

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	47,580
2	46,000
3	38,000
4	38,000
5	32,808
6	28,500
AVERAGE	38,481

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	37,000
2	24,500
3	24,500
4	20,700
AVERAGE	26,675

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	34,300
2	30,000
3	28,600
4	26,628
5	25,240
6	24,408
7	24,300
8	24,000
9	24,000
AVERAGE	26,831

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	36,528
2	32,790
3	31,000
4	30,600
5	27,500
6	24,300
7	22,500
8	21,000
AVERAGE	28,272

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	43,900
2	37,900
3	35,000
4	34,000
5	32,500
6	30,900
AVERAGE	35,617

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	39,000
2	29,500
3	27,500
4	26,420
5	24,436
6	24,300
7	23,629
AVERAGE	27,820

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	46,700
2	44,500
3	43,250
4	42,400
5	37,200
6	34,200
7	31,550
AVERAGE	38,971

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	48,500
2	39,100
3	35,900
4	26,900
5	26,000
AVERAGE	35,080

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	31,500
2	29,000
3	28,680
4	24,300
AVERAGE	28,370

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	47,592
2	46,676
3	43,000
4	40,900
AVERAGE	44,517

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	37,200
2	36,400
3	33,890
4	32,796
5	32,700
6	27,675
7	24,500
AVERAGE	32,166

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	30,100
2	26,100
3	22,900
4	22,972
AVERAGE	25,493

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	48,500
2	37,980
3	37,500
4	37,400
5	36,000
6	34,500
7	34,000
8	33,500
AVERAGE	37,371

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	42,816
2	41,907
3	37,600
4	32,460
AVERAGE	38,704

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	48,000
2	41,900
3	40,800
4	37,900
5	36,000
6	35,364
7	32,172
8	30,700
AVERAGE	37,855

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	44,000
2	36,820
3	30,760
4	30,000
5	31,432
6	27,500
7	27,300
8	26,980
9	26,500
10	23,000
AVERAGE	32,723

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	42,400
2	41,340
3	40,900
4	39,500
5	35,800
6	34,300
7	31,824
8	30,000
9	28,900
AVERAGE	36,092

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	46,200
2	46,000
3	45,500
4	42,436
5	37,300
6	36,900
7	36,750
8	34,700
9	30,000
AVERAGE	39,534

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	35,000
2	34,000
3	32,500
AVERAGE	33,833

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	39,600
2	37,523
3	37,000
4	36,200
5	35,700
6	35,244
7	35,000
8	34,487
9	32,700
10	29,700
AVERAGE	35,319

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	36,000
2	34,000
3	30,000
AVERAGE	33,333

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	41,200
2	36,000
3	34,500
4	29,750
AVERAGE	34,363

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

DEANS (DIRECTORS): LAW

RANK	SALARY
1	43,920
2	43,400
3	41,000
4	39,400
5	38,912
AVERAGE	40,926

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	37,992
2	37,000
3	34,500
4	28,500
AVERAGE	33,998

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	49,787
2	37,380
3	36,000
4	33,400
5	32,736
6	30,500
AVERAGE	36,967

REGISTRAR

RANK	SALARY
1	30,324
2	28,200
3	28,200
4	28,012
5	27,000
6	27,000
7	24,840
8	23,500
9	22,100
10	21,000
11	21,000
12	19,300
AVERAGE	25,040

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	42,400
2	25,500
3	25,300
AVERAGE	31,067

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	42,400
2	39,800
3	35,316
4	33,100
5	32,300
6	32,000
7	31,500
8	31,500
9	29,460
10	28,500
11	28,000
12	20,653
AVERAGE	31,711

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	38,920
2	33,000
3	30,851
4	30,300
5	27,000
6	26,340
7	25,800
8	25,400
9	23,500
10	22,884
AVERAGE	28,380

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	32,500
2	27,900
3	27,700
4	24,000
5	23,000
6	22,000
7	19,600
8	17,028
9	16,100
AVERAGE	23,325

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	44,000
2	34,716
3	32,000
AVERAGE	36,905

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	31,500
2	23,900
3	23,328
4	22,656
5	21,200
6	20,000
7	19,000
8	18,800
9	15,630
10	14,400
AVERAGE	21,031

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri and Nebraska. The ten participating universities from this region are as follows:

Iowa State University
Kansas State University
University of Kansas
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at Rolla
University of Missouri at St. Louis
University of Nebraska at Lincoln
University of Nebraska at Omaha
Wichita State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	60,000
2	59,210
3	54,000
4	51,650
5	51,650
6	51,500
7	50,000
8	49,000
9	48,000
AVERAGE	52,779

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	55,300
2	51,500
3	49,020
4	48,000
5	47,500
6	44,800
7	41,300
AVERAGE	48,203

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	47,500
2	46,000
3	40,700
AVERAGE	44,733

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS
(FINANCE)

RANK	SALARY
1	49,300
2	43,500
3	42,900
4	42,500
5	38,220
6	36,450
AVERAGE	42,145

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	36,200
2	35,500
3	33,400
AVERAGE	35,033

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	33,200
2	32,820
3	32,400
4	28,500
5	28,500
6	28,300
7	27,060
AVERAGE	30,111

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	36,700
2	33,360
3	26,000
4	26,000
5	25,300
6	24,740
7	17,500
AVERAGE	27,086

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	43,500
2	42,420
3	42,000
4	41,500
5	41,000
6	40,100
7	37,700
AVERAGE	41,174

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	34,500
2	33,380
3	32,580
4	30,300
5	30,050
6	27,500
7	27,500
8	27,400
AVERAGE	30,401

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	37,320
2	34,000
3	29,615
4	27,000
5	24,758
6	21,000
AVERAGE	28,948

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	37,380
2	34,000
3	27,815
4	26,000
5	25,570
6	25,200
7	23,999
AVERAGE	28,532

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	34,000
2	31,343
3	22,000
AVERAGE	29,114

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	45,500
2	44,000
3	39,000
AVERAGE	42,833

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	42,000
2	31,250
3	25,570
AVERAGE	32,940

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	53,700
2	46,900
3	41,277
AVERAGE	47,292

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	41,700
2	34,500
3	34,000
4	30,900
5	22,990
6	22,045
7	20,600
AVERAGE	29,528

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	44,550
2	44,500
3	43,400
4	43,140
5	43,100
6	41,700
7	39,900
8	39,500
AVERAGE	42,474

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	46,800
2	41,400
3	39,750
AVERAGE	42,650

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	51,200
2	46,000
3	43,000
4	32,700
AVERAGE	43,225

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	43,700
2	43,000
3	42,800
4	42,000
5	40,680
6	39,500
7	38,400
8	38,000
AVERAGE	41,010

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	46,400
2	42,600
3	40,000
4	38,250
5	34,000
6	33,600
7	32,200
8	31,700
9	28,316
AVERAGE	36,341

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	45,700
2	44,350
3	43,500
4	43,050
5	41,200
6	40,000
7	40,000
8	39,300
9	39,000
AVERAGE	41,789

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	51,200
2	46,000
3	43,020
4	42,900
5	42,000
6	42,000
7	40,100
AVERAGE	43,860

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	39,500
2	39,100
3	36,800
AVERAGE	38,467

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	43,120
2	42,180
3	41,277
4	41,200
5	41,100
6	40,000
7	37,400
8	36,700
9	34,800
AVERAGE	39,753

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	45,600
2	42,000
3	40,680
4	39,000
AVERAGE	41,820

DEANS (DIRECTORS): LAW

RANK	SALARY
1	49,000
2	48,600
3	47,000
4	44,700
AVERAGE	47,325

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	37,400
2	36,500
3	24,847
AVERAGE	32,916

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	47,800
2	45,000
3	43,860
AVERAGE	45,553

REGISTRAR

RANK	SALARY
1	36,200
2	35,880
3	35,000
4	34,660
5	30,000
6	28,850
7	28,800
8	28,600
9	25,000
10	22,500
AVERAGE	30,549

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	44,150
2	43,250
3	42,600
4	39,500
5	35,640
6	34,700
7	34,000
8	31,800
9	30,772
10	29,100
AVERAGE	36,551

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	48,060
2	35,565
3	35,000
4	31,600
5	27,700
6	25,239
AVERAGE	33,861

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	33,200
2	27,300
3	27,000
4	26,000
5	24,030
6	22,320
7	22,000
8	22,000
9	21,600
AVERAGE	25,050

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	46,000
2	44,880
3	43,100
AVERAGE	44,660

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	34,800
2	24,300
3	24,000
4	23,700
5	20,340
6	20,000
7	19,250
AVERAGE	23,770

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK REGION-

The New York Region as defined by the Equal Employment Opportunity Commission includes the states of New Jersey and New York as well as Puerto Rico and the Virgin Islands. For purposes of this survey, Puerto Rico and the Virgin Islands are not included. The six participating universities from this region are as follows:

Brooklyn College
Rutgers University
State University of New York at Albany
State University of New York at Binghamton
State University of New York at Buffalo
State University of New York at Stony Brook

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK REGION-

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	47,800
2	47,800
3	47,800
4	47,800
5	33,475
AVERAGE	44,935

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	47,322
2	47,322
3	47,322
4	47,322
5	43,262
AVERAGE	46,510

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	47,900
2	46,849
3	42,634
4	41,989
5	40,287
AVERAGE	43,832

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	38,773
2	36,808
3	30,450
4	29,400
AVERAGE	33,858

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	36,927
2	29,757
3	27,075
4	26,928
5	24,700
AVERAGE	29,077

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	47,900
2	45,134
3	36,682
4	34,829
5	33,475
AVERAGE	39,524

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	28,064
2	24,717
3	18,318
AVERAGE	23,700

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	36,927
2	33,475
3	30,566
	27,947
AVERAGE	32,929

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	46,619
2	45,800
3	34,775
AVERAGE	42,398

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK REGION-

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	31,905
2	25,197
3	19,100
4	19,280
AVERAGE	23,621

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	28,134
2	25,000
3	24,915
4	23,577
AVERAGE	25,407

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	46,298
2	44,965
3	44,900
4	43,229
AVERAGE	44,723

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	48,800
2	44,494
3	43,000
4	41,663
AVERAGE	43,739

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	43,809
2	43,000
3	40,114
4	33,475
AVERAGE	40,100

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	48,800
2	45,150
3	39,400
AVERAGE	43,450

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	53,329
2	45,800
3	43,682
4	24,700
AVERAGE	42,378

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	45,800
2	40,282
3	33,300
AVERAGE	39,794

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	43,294
2	40,172
3	36,750
AVERAGE	40,072

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK REGION-

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	48,750
2	37,973
3	33,475
AVERAGE	40,066

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	43,000
2	36,052
3	33,475
AVERAGE	37,509

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	45,900
2	41,944
3	40,900
4	38,619
AVERAGE	41,791

REGISTRAR

RANK	SALARY
1	32,570
2	31,639
3	27,700
4	25,280
5	23,701
6	21,300
AVERAGE	27,032

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	38,794
2	38,492
3	36,000
4	35,832
5	35,194
6	33,475
AVERAGE	36,298

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	40,630
2	40,257
3	39,982
4	39,210
5	39,200
6	33,475
AVERAGE	38,792

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	30,061
2	28,272
3	27,700
AVERAGE	28,674

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	29,541
2	26,250
3	25,352
4	23,030
AVERAGE	26,043

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The twelve participating universities from this region are as follows:

College of William & Mary
Indiana University of Pennsylvania
Old Dominion University
Pennsylvania State University
University of Delaware
University of Maryland at Baltimore
University of Maryland at Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
West Virginia University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	65,004
2	62,500
3	59,000
4	49,700
AVERAGE	59,051

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	60,000
2	60,000
3	52,700
4	52,680
5	52,680
6	49,372
7	47,148
8	46,200
9	39,981
AVERAGE	51,196

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	53,500
2	53,200
3	46,200
4	44,100
5	44,028
6	42,900
7	42,000
8	41,412
9	37,497
AVERAGE	44,993

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	62,124
2	53,900
3	53,400
4	52,305
5	52,000
6	42,900
7	41,412
8	37,497
AVERAGE	49,416

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	60,216
2	43,000
3	42,000
4	37,497
5	37,000
6	35,500
7	34,400
AVERAGE	41,373

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	49,236
2	41,155
3	28,000
4	26,420
5	25,600
AVERAGE	34,082

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	43,000
2	25,600
3	24,500
4	24,500
5	19,605
AVERAGE	27,440

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	47,160
2	38,000
3	33,050
4	30,600
5	29,300
6	29,300
7	28,550
8	26,025
9	19,600
10	19,600
AVERAGE	29,919

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	29,300
2	29,000
3	29,000
4	26,670
5	26,208
6	25,600
7	25,320
8	25,000
9	18,400
AVERAGE	25,833

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	44,592
2	44,000
3	43,870
4	40,600
5	40,000
6	37,497
AVERAGE	41,760

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	31,752
2	31,000
3	30,000
4	29,250
5	28,500
6	27,600
7	24,000
8	22,500
AVERAGE	28,075

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	51,480
2	45,000
3	41,592
4	41,412
5	40,000
6	34,993
7	33,100
AVERAGE	41,082

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	48,000
2	42,500
3	38,900
AVERAGE	43,133

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	39,300
2	35,000
3	34,344
4	28,650
5	26,300
6	26,000
7	24,978
8	17,655
AVERAGE	29,028

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	36,084
2	26,800
3	26,000
4	22,925
5	22,259
6	17,150
AVERAGE	25,203

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	31,400
2	31,184
3	30,000
4	28,000
5	24,500
6	24,379
7	23,500
8	20,284
AVERAGE	26,653

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	54,420
2	44,500
3	43,500
4	41,000
5	37,497
6	30,600
AVERAGE	41,920

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	31,500
2	31,184
3	28,600
4	28,500
AVERAGE	29,941

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	57,680
2	52,400
3	41,412
AVERAGE	48,897

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	37,500
2	29,070
3	27,560
4	26,450
5	24,500
6	22,692
AVERAGE	27,969

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	40,500
2	34,750
3	32,500
4	25,000
5	24,978
6	24,000
7	20,100
AVERAGE	28,833

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	54,600
2	52,932
3	45,500
4	45,000
5	44,000
6	37,300
7	35,004
8	34,993
9	34,700
AVERAGE	42,670

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	52,000
2	46,008
3	40,810
4	39,000
AVERAGE	44,455

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	50,772
2	47,500
3	40,000
4	39,468
AVERAGE	44,435

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	54,000
2	53,052
3	50,000
4	42,100
5	41,916
6	40,800
7	37,000
8	36,600
9	35,300
10	34,993
AVERAGE	42,976

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	50,904
2	42,000
3	39,900
4	38,004
5	37,000
6	34,250
7	33,500
AVERAGE	39,365

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	47,000
2	45,204
3	43,340
4	42,800
5	41,916
6	38,000
7	36,500
8	36,100
9	32,704
10	29,500
AVERAGE	39,306

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	54,000
2	52,680
3	51,000
4	44,500
5	44,280
6	41,388
7	39,700
AVERAGE	46,793

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	38,150
2	34,993
3	34,104
AVERAGE	35,749

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	53,112
2	48,000
3	47,000
4	45,360
5	38,760
6	34,993
7	34,400
8	31,600
AVERAGE	41,653

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	47,500
2	40,000
3	34,993
AVERAGE	40,831

DEANS (DIRECTORS): LAW

RANK	SALARY
1	54,000
2	49,700
3	45,292
4	20,232
AVERAGE	42,306

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	45,515
2	42,000
3	41,000
4	40,000
5	37,304
AVERAGE	40,764

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	46,200
2	41,500
3	41,412
AVERAGE	43,037

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	46,600
2	45,360
3	39,612
AVERAGE	43,857

LEGAL COUNSEL

RANK	SALARY
1	46,000
2	29,650
3	25,000
4	25,000
5	23,320
AVERAGE	29,794

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

REGISTRAR

RANK	SALARY
1	36,384
2	35,760
3	32,509
4	32,200
5	29,520
6	29,000
7	27,000
8	23,584
9	22,000
10	21,986
11	19,359
12	17,000
AVERAGE	27,194

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	46,560
2	37,500
3	37,250
4	37,000
5	36,300
6	34,284
7	33,000
8	32,704
9	32,500
10	32,399
11	31,000
12	28,008
AVERAGE	34,975

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	46,476
2	40,000
3	37,716
4	37,100
5	37,000
6	36,630
7	35,000
8	34,600
9	32,704
10	32,500
11	27,694
AVERAGE	36,129

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	41,652
2	37,670
3	36,170
4	26,800
5	26,206
6	25,803
7	24,500
8	23,400
9	22,846
10	22,400
AVERAGE	28,745

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	30,400
2	30,108
3	24,000
4	23,401
5	22,400
6	20,277
7	19,600
8	19,500
9	19,000
10	17,000
AVERAGE	22,569

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon and Washington. The five universities from this region are as follows:

Idaho State University
Oregon State University
University of Idaho
University of Oregon
University of Washington

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AS OF ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-[redacted] REGION-

SEATTLE

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	66,136
2	52,788
3	52,700
4	46,051
AVERAGE	54,424

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	47,638
2	41,059
3	39,998
AVERAGE	42,898

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	55,392
2	47,076
3	41,039
4	37,627
AVERAGE	45,289

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	34,388
2	31,000
3	29,453
4	28,642
AVERAGE	30,871

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	34,356
2	29,141
3	24,710
AVERAGE	29,402

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	35,064
2	27,300
3	24,600
4	22,027
AVERAGE	27,473

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	42,504
2	39,200
3	33,280
AVERAGE	38,328

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	30,312
2	29,702
3	22,992
4	13,291
AVERAGE	24,074

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	37,008
2	35,557
3	32,448
4	31,200
5	28,829
AVERAGE	33,008

/TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-ONE-[illegible]-REGION-

SEATTLE

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	27,019
2	26,269
3	25,580
4	23,026
AVERAGE	25,473

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	54,349
2	44,723
3	39,811
AVERAGE	46,294

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	47,796
2	40,450
3	33,446
AVERAGE	40,564

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	53,232
2	43,400
3	42,275
4	35,630
5	35,131
AVERAGE	41,934

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	49,548
2	22,776
3	20,405
AVERAGE	30,910

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	48,468
2	46,844
3	38,813
4	38,600
5	34,819
AVERAGE	41,509

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	50,244
2	42,800
3	38,750
4	31,762
AVERAGE	40,889

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	47,796
2	43,800
3	38,501
AVERAGE	43,366

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	51,576
2	46,614
3	42,900
4	37,003
5	34,819
AVERAGE	42,582

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

[redacted]-REGION-

SEATTLE

DEANS (DIRECTORS): LAW

RANK	SALARY
1	57,000
2	45,016
3	40,997
AVERAGE	47,971

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	48,000
2	40,400
3	34,507
AVERAGE	40,969

LEGAL COUNSEL

RANK	SALARY
1	38,700
2	36,317
3	34,687
4	27,888
AVERAGE	34,398

REGISTRAR

RANK	SALARY
1	35,844
2	33,800
3	31,262
4	25,500
5	25,459
AVERAGE	30,373

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	48,048
2	41,539
3	35,506
4	35,000
5	31,699
AVERAGE	38,358

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	39,564
2	32,323
3	31,200
4	24,835
AVERAGE	31,981

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	32,868
2	26,724
3	21,965
AVERAGE	27,186

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	36,760
2	28,080
3	21,900
4	20,093
5	20,093
AVERAGE	29,385

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii and Nevada as well as Guam and Somoa. For purposes of this survey, Guam and Samoa are not included. The nine participating universities from this region are as follows:

Arizona State University
Northern Arizona University
San Diego State University
University of Arizona
University of California at Berkeley
University of California at Riverside
University of California at San Francisco
University of Hawaii at Manoa
University of Nevada at Reno

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SAMPLE REGION-

SAW Francisco

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	64,250
2	60,900
3	58,200
4	54,700
5	54,700
6	47,596
7	42,750
8	42,750
AVERAGE	53,176

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	53,400
2	50,000
3	48,400
4	47,000
5	42,750
6	42,700
7	41,600
8	40,512
AVERAGE	45,795

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	45,000
2	44,984
3	43,700
4	41,994
5	40,512
6	37,000
AVERAGE	42,198

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	39,697
2	37,284
3	36,000
4	34,254
5	30,200
6	20,004
AVERAGE	32,738

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	40,000
2	32,028
3	30,000
4	29,100
5	25,279
AVERAGE	31,281

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	40,400
2	37,500
3	33,490
4	31,600
5	31,410
6	30,000
7	26,508
AVERAGE	32,987

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	49,400
2	45,479
3	45,500
4	40,825
5	40,700
6	39,000
AVERAGE	43,950

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	39,564
2	37,250
3	35,976
4	34,500
5	32,742
6	31,749
7	26,000
8	25,536
AVERAGE	32,015

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-CHAPTER-REGION-

San Francisco

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	54,500
2	49,720
3	47,700
AVERAGE	50,640

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	52,000
2	50,000
3	46,075
4	45,500
5	45,345
6	38,400
AVERAGE	46,220

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRESIDENT FOR PLANNING AND BUDGETING

RANK	SALARY
1	46,500
2	46,400
3	39,000
4	32,500
AVERAGE	41,100

ADMINISTRATIVE OPERATIONS OFFIC ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	39,500
2	39,400
3	32,292
4	31,000
5	31,000
6	27,348
AVERAGE	33,423

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	35,064
2	34,500
3	33,397
4	33,200
5	30,768
6	26,500
7	21,885
8	17,849
AVERAGE	29,145

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	31,000
2	30,768
3	30,765
4	30,014
AVERAGE	30,637

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	36,658
2	33,300
3	30,768
4	16,953
AVERAGE	29,920

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	42,500
2	37,818
3	31,500
4	27,400
AVERAGE	34,805

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	34,635
2	34,254
3	32,531
4	31,524
5	26,900
AVERAGE	31,969

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-[redacted] REGION-

Don Francis

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	51,000
2	42,900
3	39,160
4	38,412
5	34,296
AVERAGE	41,074

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	47,900
2	47,000
3	42,891
4	42,000
5	40,508
AVERAGE	44,060

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	43,000
2	37,396
3	35,000
AVERAGE	38,465

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	46,700
2	45,966
3	43,736
4	43,400
5	42,500
6	40,198
7	38,970
8	35,976
AVERAGE	42,181

DEANS (DIRECTORS): EARTH SCIENCES/ NATURAL RESOURCES

RANK	SALARY
1	44,000
2	43,500
3	39,168
4	34,700
AVERAGE	40,342

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	40,021
2	39,300
3	36,055
4	35,976
5	35,500
6	33,100
7	33,000
8	29,010
AVERAGE	35,245

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	47,800
2	43,500
3	42,500
4	41,055
5	40,509
6	39,900
7	35,976
8	32,400
AVERAGE	40,455

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	48,000
2	42,500
3	42,408
4	39,168
5	39,140
6	37,700
7	35,976
AVERAGE	40,699

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

~~CENTRE REGION~~

San Francisco

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	45,921
2	44,000
3	42,500
4	41,400
5	41,000
6	40,800
7	40,118
8	34,800
AVERAGE	41,317

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	38,000
2	35,976
3	24,548
4	21,408
AVERAGE	29,983

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	42,209
2	35,071
3	31,608
AVERAGE	36,296

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	39,300
2	35,912
3	26,000
AVERAGE	33,737

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	36,900
2	35,031
3	32,966
4	26,100
AVERAGE	32,874

DEANS (DIRECTORS): LAW

RANK	SALARY
1	48,500
2	46,364
3	45,400
4	36,288
AVERAGE	44,138

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	48,000
2	41,800
3	41,322
4	38,412
5	38,000
6	31,524
AVERAGE	39,843

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	47,900
2	39,350
3	37,345
AVERAGE	41,532

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-FIVE UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SHARED REGION-

Dan Francisco

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	40,000
2	36,600
3	35,976
4	29,400
AVERAGE	35,494

LEGAL COUNSEL

RANK	SALARY
1	36,916
2	33,900
3	23,953
AVERAGE	31,556

REGISTRAR

RANK	SALARY
1	36,144
2	35,000
3	34,875
4	32,160
5	31,400
6	30,100
7	29,155
8	22,560
9	20,436
AVERAGE	30,203

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	45,300
2	44,000
3	38,119
4	37,000
5	36,500
6	36,429
7	35,976
8	35,010
AVERAGE	38,541

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	35,300
2	32,400
3	30,588
4	29,136
5	28,080
6	27,450
7	27,249
8	26,652
9	21,910
AVERAGE	28,752

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	43,100
2	40,141
3	33,492
4	33,400
5	33,060
6	30,900
AVERAGE	35,682

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	47,000
2	42,000
3	40,508
4	38,525
AVERAGE	42,008

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	32,292
2	30,000
3	28,341
4	27,000
5	22,086
AVERAGE	27,940

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-FIVE UNIVERSITY SYSTEMS IN NINETEEN STATES

This table summarizes the data for twenty-five university systems in nineteen states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State University and Colleges System
Indiana University System
Louisiana State University System
Ohio University System
Oregon State System of Higher Education
Southern Illinois University System
State University and Community College System of Tennessee
Texas A & M University System
University of Alabama System
University of Arkansas System
University of California, Systemwide Administration
University of Colorado, Central Administration
University of Hawaii System
University of Houston System
University of Illinois
University of Maryland System
University of Missouri System
University of Nebraska System
University of North Carolina System
University of Tennessee, University-wide Administration
University of Texas System Administration
University of Wisconsin System
University System of New Hampshire
University System of South Texas
Utah System of Higher Education

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-FIVE UNIVERSITY SYSTEMS IN NINETEEN STATES

CHIEF EXECUTIVE OFFICER: PRESIDENT/CHANCELLOR

RANK	SALARY
1	75,000
2	71,350
3	71,900
4	71,000
5	67,900
6	67,776
7	65,629
8	65,000
9	63,600
10	62,804
11	62,500
12	62,300
13	61,059
14	58,000
15	55,000
16	57,500
17	55,128
18	54,734
19	54,500
20	54,000
21	51,663
22	48,760
23	45,000
24	43,000
25	42,300
AVERAGE	59,584

ACADEMIC OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	57,904
2	57,600
3	56,450
4	54,200
5	50,926
6	49,600
7	49,500
8	49,000
9	48,632
10	48,500
11	48,000
12	46,677
13	46,500
14	45,084
15	44,700
16	44,000
17	40,280
18	39,200
AVERAGE	48,709

OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	65,380
2	63,000
3	60,228
4	55,000
5	52,200
6	49,500
7	48,503
8	46,457
9	46,400
10	44,520
AVERAGE	53,119

OPERATIONS OFFICERS: DIRECTOR OF ADMINISTRATION

RANK	SALARY
1	41,300
2	39,000
3	34,896
AVERAGE	38,399

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	63,800
2	55,000
3	46,520
4	46,457
5	46,030
6	44,412
7	39,600
8	38,300
AVERAGE	47,515

OPERATIONS OFFICERS: EXECUTIVE ASSISTANT/ ASST TO THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	47,000
2	40,000
3	39,000
4	34,596
5	33,941
6	33,000
7	28,400
8	25,080
9	22,600
10	18,600
11	15,600
AVERAGE	30,529

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-FIVE UNIVERSITY SYSTEMS IN NINETEEN STATES

FINANCE OR BUSINESS OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	63,900
2	56,500
3	53,750
4	52,000
5	49,000
6	46,030
7	45,849
8	44,712
9	43,460
10	41,004
11	39,500
12	39,492
13	37,600
AVERAGE	47,131

FINANCE OR BUSINESS OFFICERS: BUDGET OFFICER

RANK	SALARY
1	50,700
2	43,500
3	43,000
4	41,371
5	37,800
6	37,000
7	36,576
8	35,004
9	34,560
10	33,876
11	30,260
12	30,000
13	29,100
14	26,135
15	23,000
AVERAGE	35,459

FINANCE OR BUSINESS OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	44,000
2	40,000
3	30,240
4	26,700
AVERAGE	35,235

FINANCE OR BUSINESS OFFICERS: CONTROLLER

RANK	SALARY
1	49,000
2	42,000
3	40,600
4	37,800
5	36,500
6	35,004
7	35,000
8	31,596
9	30,800
10	28,500
AVERAGE	36,680

FINANCE OR BUSINESS OFFICERS: TREASURER

RANK	SALARY
1	50,000
2	43,200
3	41,280
4	41,000
5	40,000
AVERAGE	43,096

PUBLIC RELATIONS OFFICERS: INFORMATION SERVICES: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	49,000
2	48,600
3	45,000
4	38,700
5	29,004
AVERAGE	42,061

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-FIVE UNIVERSITY SYSTEMS IN NINETEEN STATES

PUBLIC RELATIONS OFFICERS: INFORMATION SERVICES: DIRECTOR

RANK	SALARY
1	39,600
2	37,656
3	35,000
4	32,496
5	31,600
6	30,862
7	30,000
8	30,000
9	27,258
10	25,092
11	23,500
12	21,819
AVERAGE	30,407

PUBLIC RELATIONS OFFICERS: LEGISLATIVE RELATIONS: DIRECTOR

RANK	SALARY
1	46,680
2	39,000
3	37,968
4	30,000
AVERAGE	38,412

PUBLIC RELATIONS OFFICERS: LEGISLATIVE RELATIONS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	44,460
2	39,600
3	39,220
AVERAGE	41,093

PUBLIC RELATIONS OFFICERS: DEVELOPMENT: DIRECTOR

RANK	SALARY
1	40,700
2	34,130
3	32,106
4	31,154
5	26,700
6	24,000
AVERAGE	35,802

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	42,276
2	41,724
3	34,200
AVERAGE	39,400

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: DIRECTOR

RANK	SALARY
1	42,600
2	38,000
3	36,700
4	36,396
5	36,200
6	35,500
7	30,210
8	28,550
AVERAGE	35,520

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-FIVE UNIVERSITY SYSTEMS IN NINETEEN STATES

LEGAL COUNSEL

RANK	SALARY
1	53,600
2	53,000
3	51,372
4	49,000
5	47,904
6	47,500
7	47,000
8	41,500
9	41,000
10	40,850
11	40,800
12	39,775
13	38,465
14	37,500
15	35,000
16	32,860
17	30,800
18	26,376
19	25,438
AVERAGE	41,039

INSTITUTIONAL RESEARCH OFFICERS: DIRECTOR

RANK	SALARY
1	39,492
2	36,066
3	35,800
4	33,800
5	32,413
6	28,104
7	25,000
AVERAGE	32,954

DIRECTOR OF PERSONNEL

RANK	SALARY
1	47,500
2	43,000
3	41,604
4	37,500
5	36,700
6	35,532
7	35,058
8	33,500
9	33,060
10	30,800
11	30,000
12	27,750
13	27,049
14	24,311
15	19,800
AVERAGE	33,544

SECRETARY TO THE BOARD

RANK	SALARY
1	48,500
2	47,904
3	47,000
4	43,500
5	42,500
6	39,930
7	39,800
8	39,500
9	37,500
10	35,000
11	35,000
12	31,412
13	27,560
14	25,500
15	25,000
16	19,200
17	15,600
AVERAGE	35,319